

APRIL, 1962

# Laundry Workers Vote 52,764 to 610 For Teamster Affiliation



HANDSHAKE OF AFFILIATION. Laundry Workers President Ralph T. Fagan, Teamster General President James R. Hoffa. Hoffa receives standing ovation as he appears to address Laundry Workers Convention.





## The Teamsters Salute ATLANTA

ATLANTA has experienced one of the most fabulous growths of any U.S. city in the past 10 years. Its present 485,425 population represents a 46.5 per cent increase since the 1950 census and places it in 24th population position.

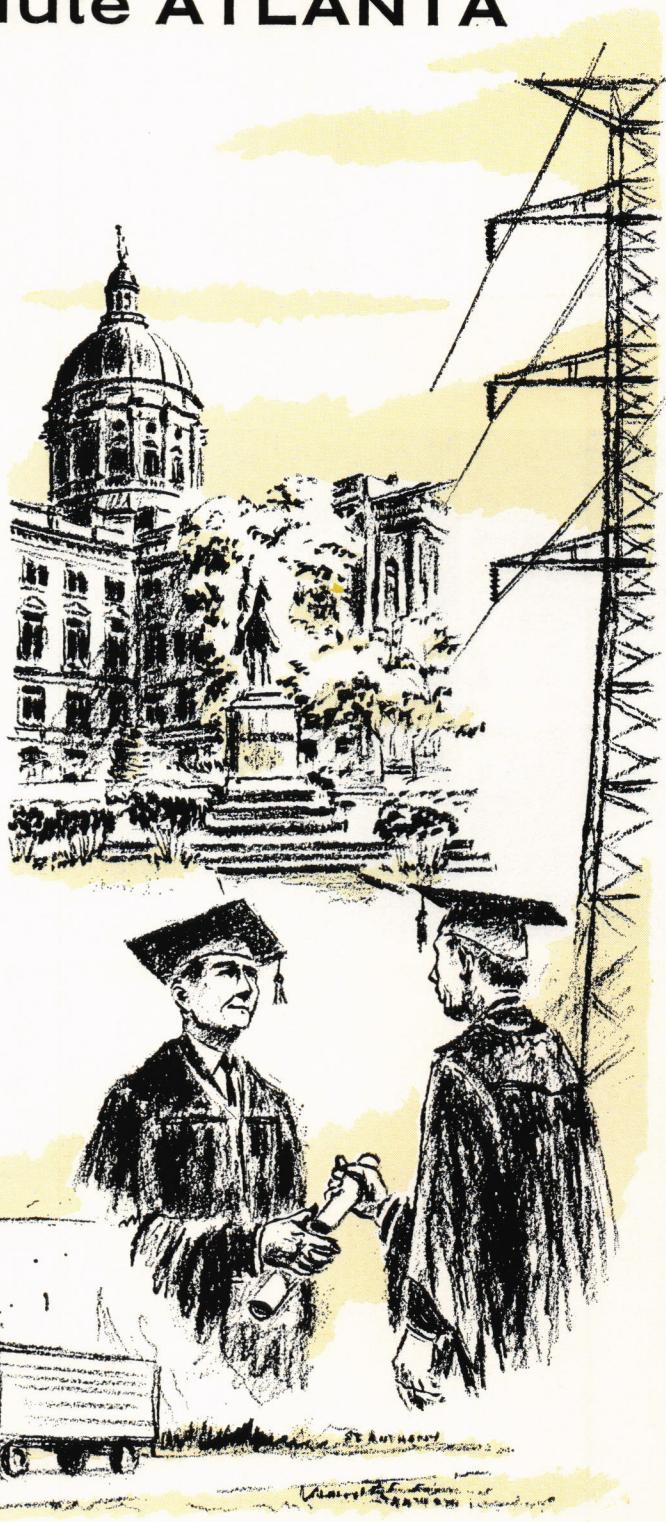
"The Dogwood City," famous for many years because of its beautiful homes, is becoming well-known for its burgeoning industries and for its increasing centralization of the financial and distribution facilities of the Middle South. The town which began when a railroad surveyor, in 1836, pounded a stake into a spot in the rich Piedmont Plateau is now the hub of a five-county, million-plus population centering on romantic Peachtree Street.

During the Civil War, Atlanta became the Confederacy's arsenal and center of production. Today, that great conflict resolved in history, Atlanta seems destined to become one of the nation's great sectional city leaders. Here more than 80 fixed-route truck lines, 13 main lines of railroads, and six major airlines converge. There are in excess of 1,800 manufacturing and assembly plants; the nine-state center of the telephone industry. Wholesale firms employ more than 34,000 people in warehouses, sales offices and branch factories of some 3,500 national concerns. Here are found operations of 40 of the nation's 50 largest transportation companies, 24 of the 50 largest merchandising firms, 43 of 50 largest life insurance firms and four of the 50 largest utilities. Here are 26 institutions of higher education, including the nation's largest Negro center of higher learning.

The surrounding area provides Atlanta's residents with enjoyable recreational opportunities in a high, dry, climate of moderate seasons. Of particular interest is nearby Stone Mountain, the world's largest exposed granite deposit. The state capital of Georgia, it is also both a regional and national convention favorite.

To the 6,840 members of Local Union 728 and the other progressive Atlantans, a rousing Teamster salute!

**America's Cities**—No. 25 in a Series



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# THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 59, No. 4

April, 1962

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## Collective Bargaining and the Public Interest



The International Teamster has an average monthly circulation of 1,321,000 and an estimated readership of 3,510,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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## **Message from the General President**

### **Working People Left Begging**

**THE PREAMBLE** to the Act creating the Department of Labor, March 4, 1913, read in part:

"... The purpose of the Department of Labor shall be to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

Now, nearly 50 years later, how do the actions of the current Secretary of Labor Arthur J. Goldberg jibe with that preamble?

—He has put heavy pressure on the Steelworkers to negotiate from weakness rather than from strength.

—He has asked the New York City school teachers to forego their right to strike and their desire for the strength of a union shop.

—He has made defense workers the slaves of the industrial-military complex, branding them unpatriotic, by implication, if they strike to improve their lot or enforce safety regulations on the job.

—He has lent every effort possible to attack the union of 1,720,000 Teamsters.

—He has been mute on Democratic pledges to work for repeal of Section 14(b) of Taft-Hartley to wipe out so-called "right-to-work" laws sprinkled through the *status quo* states.

—He has aided management's cause by constantly promoting the notion of "no strikes" to settle collective bargaining disputes and contract negotiations.

—He has offered no concrete proposal for dealing with heavy unemployment.

—He has failed to combat the excesses of Bobby Kennedy's investigators when it comes to abuse of labor organizations.

—His conduct of office generally has been to restrain labor rather than carry out the charge in the preamble cited earlier.

**ONE WOULD THINK** that Secretary Goldberg is content to perform rather as an Undersecretary of Commerce. For instance, he has supported the Administration's tax program to give management tax relief so new plants can be built. Whether this would result in increased automation and more displaced workers is problematical.

There have been many occasions when Secretary Goldberg could and should have spoken up to "foster, promote, and develop the welfare of the wage earners . . . to improve their working conditions, and to advance their opportunities for profitable employment."

He could solve several problems at one time by actively lobbying Congress to repeal the infamous Section 14(b) of Taft-Hartley. If Congress took such action, there would be several immediate and beneficial effects.

The first result would be that the unions could proceed to organize the South. In turn, the Southern economy—blossoming with fatter pay checks like dogwood blooms in April—would spurt. The unbelievably

poor would have a better standard of living. The economy would improve everywhere as consumption increased. The trickle of Southern tax money to the nation's treasury would turn into a river. It's like the old union maxim—what helps one, helps all.

Secretary Goldberg could have spoken up last summer when Senator McClellan was viciously mistreating the missile base construction workers. The McClellan half-truths, rumors, and distortions received much more attention than did the rebuttals of the Senator's stories. Goldberg could have said *something*.

**THE GOLDBERG FAILURE** to measure up has slowly moved labor's position in a worsening direction. Now we have reached the unforeseen point that nobody in management will negotiate in good faith. Industry spokesmen feel safe. They know the government eventually will step in—if not in the beginning—with tricky guidelines and chubby-cheeked appeals on behalf of the national interest.

A person has to come to the conclusion that Goldberg is only going through the motions—and not doing much of that. This permits him to promote the political fortunes of the Kennedy clan—often performing something like a floating end on the touch football team.

It isn't necessary that Goldberg do this, but he does it. There is plenty of precedent for a Labor Secretary, who feeling that he is not being allowed to do the job as it should be done, to resign the position. That's what Eisenhower's first Labor Secretary, Martin P. Durkin, did after a year in the cabinet.

There are too many people in the land working for substandard wages, long hours, and under poor conditions, for Secretary Goldberg to wax piously about the public interest rather than do his job.

Anyway, people are the public interest. It is they whose standard the Secretary was sworn to promote. It is they who need encouragement to bargain collectively. It is they who need protection from powerful industrial giants and employer associations.

**THE CULTURE-HAPPY** Kennedy Administration seems to thrive on glamour. Unfortunately, glamour doesn't help improve working conditions or provide opportunities for profitable employment. A labor Secretary must be able to resist the pattycake of government by name-dropping and globe-trotting.

He must stand up and walk like a bear for the people he represents instead of sucking political soda pop through a straw.





## STATE OF THE UNION

### Close Cooperation

#### Laundry Workers Affiliate with Teamsters

DELEGATES to a special convention of the Laundry Dry Cleaning and Dye House Workers International Union, March 5th, at the Pick-Congress Hotel in Chicago, voted 52,764 to 610 for affiliation with the International Brotherhood of Teamsters.

Voting more than 86 to 1 for the

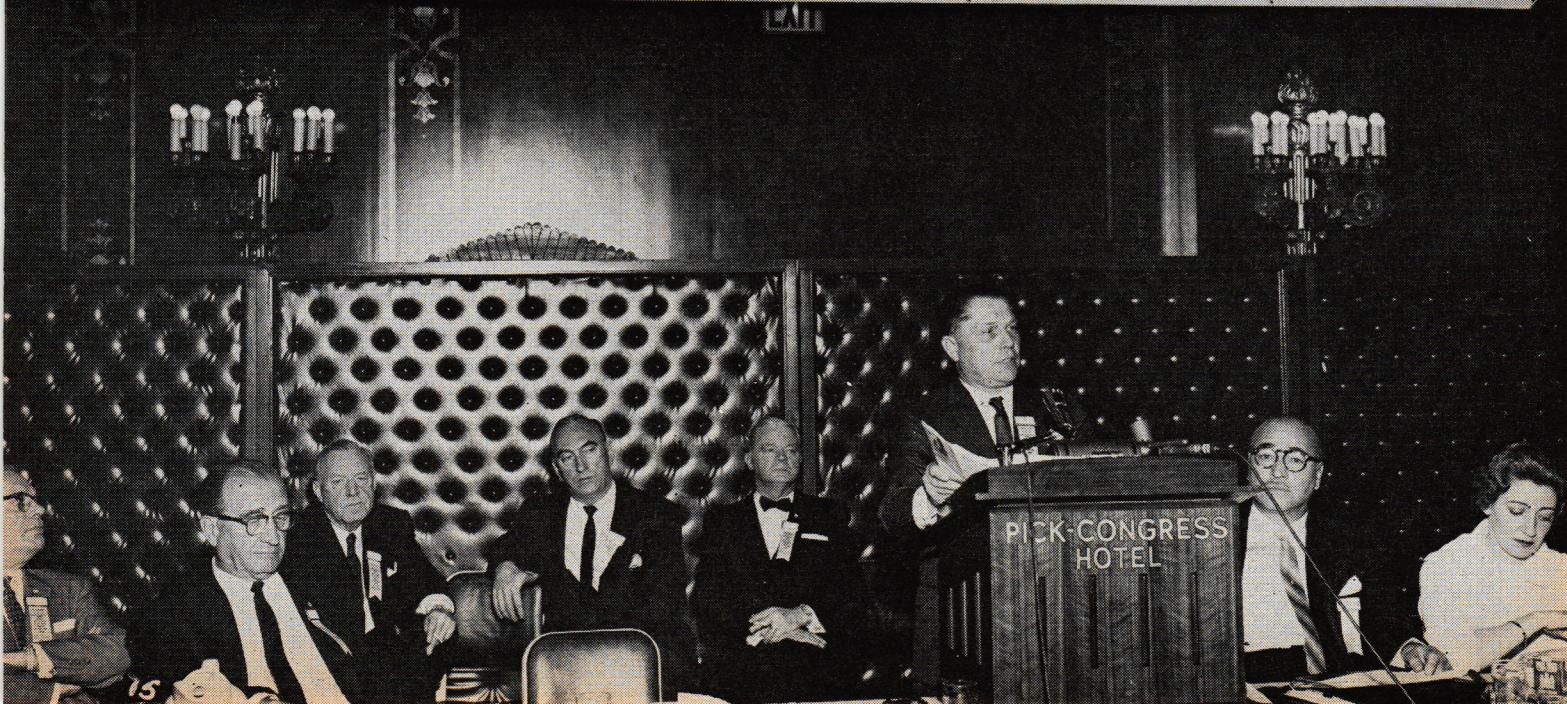
affiliation, the delegates confirmed an early action of the Laundry Workers general executive board which appeared before the December meeting of the Teamsters executive board with the affiliation document.

Unanimous approval was given to the document by the respective boards of the two unions at that meeting.

Under the terms of the affiliation, delegates from Laundry Worker locals will have the right to attend meetings of Teamster joint councils and other affiliated Teamster bodies for the purpose of discussing mutual problems. Laundry worker delegates will not have the right to vote in Teamster deliberations.

Teamster General President James R. Hoffa speaking to a special convention of the Laundry and Dry Cleaning Workers. Left to right at the speakers table are W. S. Gross, Laundry Worker 6th vice president; Michael J. Minaden, Laundry Worker 5th vice president; John T. O'Brien, Teamster vice president; Harold J. Gibbons, Teamster executive vice president; Ralph T. Fagan, Laundry Workers president; President Hoffa; Lawrence Palacios, Laundry Workers 2nd vice president; and Mrs. Harriet Abrams, Fagan's secretary.

## SPECIAL CONVENTION OF THE LAUNDRY DRY CLEANING & DYE HOUSE WORKERS INTERNATIONAL UNION MARCH 5th, 1962



The document provides that each International Union retains its own autonomy, and the officers of the two International Unions remain the same.

The affiliation was proposed to permit closer cooperation between the locals of the two Internationals, with an ultimate goal of common expiration dates of contracts for inside laundry workers and for Teamster laundry and dry cleaning drivers.

Additionally, the two International Unions will engage in joint organizing drives.

Of the affiliation, Ralph A. Fagan, Laundry Workers president, stated:

"The membership of our Laundry Workers Union, with the help of the Teamsters, will be increased by leaps and bounds. Both sides will profit."

Said Teamster General President Hoffa:

"There is only one solution to avoid lawsuits and penalties, and that is to have common expiration dates and primary picket situations."

The affiliation represents the efforts of Hoffa to bring about common expiration dates in directly related negotiations to insure that members of neither union will have to cross the other's picket, line, in view of Landrum-Griffin and its provisions on secondary boycott.

Present membership of the Laun-



**Teamster President James R. Hoffa holds aloft an example of dishonest newspaper reporting for Laundry Worker delegates. Says the headline: "Hoffa to Grab 70,000 Workers Meany Rejected." The vote of 52,764 to 610 for affiliation with the Teamsters hardly indicated a grab, but rather an 86 to 1 majority expression of delegates.**

dry, Dry Cleaning and Dye House Workers International Union is approximately 60,000 members.

The Laundry Workers will pay a five-cent-per-member-per-month per capita tax to the International Brotherhood of Teamsters.



**Teamster Vice President John T. O'Brien, Teamster Executive Vice President Harold J. Gibbons, and Laundry and Dye House Workers International President Ralph Fagan listen to deliberations during the Laundry Workers special convention at which they voted overwhelmingly to affiliate with the International Brotherhood of Teamsters.**

## Teamsters Lead All Labor In Organizing

A report recently issued by the National Labor Relations Board in Washington, D. C., shows that the International Brotherhood of Teamsters is showing the way for organized labor in organizing unorganized workers.

The Teamsters were on the ballot in one of every four bargaining rights elections conducted by the NLRB in the final three months of 1961.

The IBT won bargaining rights for more than 6,000 workers, according to the NLRB report, and this figure does not include nearly 5,000 production workers at Sikorsky Aircraft, while the 133 unions in the AFL-CIO were winning bargaining rights for 47,500 workers.

IBT local unions were on the ballot in 484 representation elections, and won 260 of them. This is a percentage of over 53 per cent.

In addition to the Sikorsky victory, the IBT won bargaining rights for 800 workers at the Universal Manufacturing Company in Paterson, N. J. Most of the other elections were with small units of workers involving 50 workers or less, indicating that Teamster locals will expend their efforts and money to bring union benefits even when the membership gain may be small.

The NLRB report, first of its kind, showed that Teamsters were involved in elections covering workers in virtually every industry, winning in grocery, auto, foundry, coal and oil, trucking, cement, baking, shoe, cigar, steel, electric, soft drink, sporting goods, chemical, car rental, and candy industries.

The NLRB report covered elections either ordered by the board or agreed to by the union and management officials. It does not include organizing successes which the NLRB did not supervise.

# **Teamster Board Ponders Ways To Counter Harassment of Labor**

A PATTERN of trade union destruction and how to cope with it was woven through the deliberations of the regular quarterly session of the Teamster general executive board meeting at Miami Beach, Fla., last month.

It was a discussion of a pattern which has taken collective bargaining out of union and management's hands and put it in the realm of courts, administrative and NLRB fiat.

## **Guerrilla Warfare**

It was a deliberation around a wave of harassment and guerrilla warfare by the Justice Department and an attorney general no longer content to direct his personal vendetta at high officials of the Teamsters, but now directing guerrilla warfare indiscriminately to include rank-and-file Teamsters.

The attack has sifted down to make targets of rank-and-file on the picket line.

There was the report of a case in Alabama where last month two rank-and-file members were sentenced to 20 years in prison on a state count and still face criminal indictments. An official of the local union involved in a strike against Bowman Transportation Company escaped only temporarily because of a hung jury and must go to trial again.

It was a session which heard reports of NLRB decisions and rulings which daily draw a noose closer and tighter around the neck of legitimate trade union activity to serve union membership.

## **Bevy of Lawyers**

Somehow, basic Teamster business of representing the membership and solving basic Teamster problems found their way into the deliberations. Yet, the bevy of lawyers huddled around the perimeter of General President Hoffa and General Secretary Treasurer John F. English, and the International Union vice presidents, emphasized the shadow of government conspiracy to destroy the union of 1,720,000 American citizens. The attorneys were a constant reminder that free collective bargaining



**The IBT Board in session, clockwise:** President Hoffa, Secretary-Treasurer English, Vice Presidents Tevis, Backhus, Provenzano, Miller, O'Rourke; Attorney Haggerty; Vice President Conklin; Personal Representative of the President Steinberg; Vice Presidents Flynn, Mohn, Fitzsimmons, Diviny, Mock, O'Brien, and Gibbons.

**Teamster General President James R. Hoffa, with General Secretary-Treasurer John F. English (right), and Executive Vice President Harold J. Gibbons.**





Vice Presidents Gibbons, Einar Mohn, President Hoffa, Secretary-Treasurer English, and Lawrence N. Steinberg, personal representative to President Hoffa.

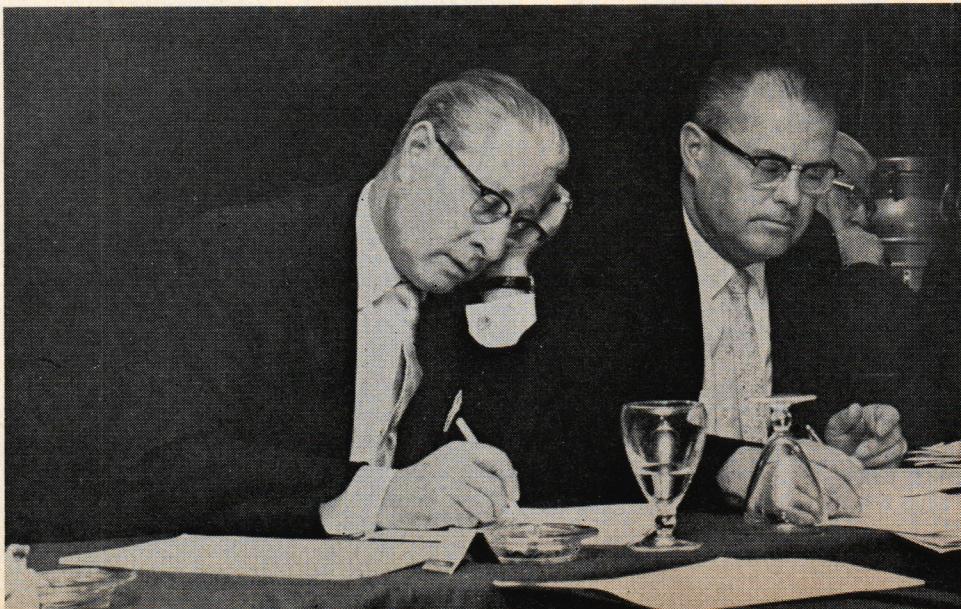


Vice Presidents John T. O'Brien and Gordon Conklin.



Vice President Frank Fitzsimmons (standing) and Lawrence Steinberg.

Vice Presidents Joseph Diviny and George Mock.



by American workers through representatives of their own choosing is at the crossroads.

Grim as the deliberations were there was a ray of hope shining through the shadow, hope that working people throughout the country would shed their political apathy, that Teamster members throughout the country would take to DRIVE and political activity as they took to the picket line in the early 1930's when organized labor battled and won its respected place in society.

Perhaps the entire executive board meeting was best summed up by Teamster President James R. Hoffa when he told international vice presidents:

"You had better go back to your areas, your joint councils and local unions in your areas and apprise officers and members of what is going on legally and administratively. They will have to know about these things if they are going to operate their local unions and attend their union activity without running into trouble." A week later, speaking to the 6th Eastern Conference of Teamsters meeting in Washington, D. C., Hoffa declared:

"Teamsters—and the rest of organized labor have the responsibility not to panic in the onslaught of anti-labor sentiment in government. Their responsibility is to build a political organization which will send men to congress with callouses on their hands who understand what it is on Friday night not to be able to pay for a decent standard of living from their week's earnings."

On bread and butter issues at the board meeting, the officers heard a report from the actuary on the officers' and employees' pension plan which was voted by delegates to the



Attorney James Haggerty explains a legal point as Vice Presidents Thomas Flynn, Mohn, Fitzsimmons, Diviny and John J. O'Rourke listen.



The press, still living in the world of McClellan Committee sensationalism, asked General President Hoffa, as an afterthought, "what happened at your board meeting?"

IBT convention last July. After discussing the plan at length, a special meeting of the IBT executive board was called for April in Chicago, to give the plan further attention.

A legal interpretation of Article 22, Section 4 of the International Union constitution was given which supported the contention that a member seconding the nomination of a candidate for office in a union must be in good standing according to the constitution.

#### New Warehouse Council

The IBT board voted to participate

in a newly-established Pacific Coast Warehouse Council with the International Longshoremen's and Warehousemen's Union.

Objectives of the new council will be to work for uniformity in contracts, with an ultimate end of maximum security for workers in the warehouse industry and for stabilization of the industry as a whole.

Under the terms of the implementing document, all warehouse locals, divisions of warehouse locals, and general locals which include warehousemen in the IBT and the ILU shall have one representative on the

policy committee of the new warehouse council.

Co-chairman of the new council will be designated by their respective international unions, and the new council will meet every six months, or more frequently at the call of the co-chairmen.

#### Bakery Workers

Members of the IBT general executive board were informed that 100 local unions of the Bakery and Confectionery Workers Union met following their convention in January and voted to join the International Brotherhood of Teamsters as soon as existing contracts expire. The action of these local unions followed on the heels of the Cleveland convention at which the convention failed to reach a conclusion as to affiliation.

The convention as a whole turned down reaffiliation with the AFL-CIO and voted not to affiliate with the Teamsters.

Several B & C local unions on the West Coast have already made the move to bring their membership into the Teamsters.

#### President Reports

In his report to the IBT executive board, Hoffa pointed out that strikes throughout the union are at an all-time low, according to IBT policy of not being afraid to strike to enforce demands, but first seeking possible avenues of settlement before a strike is called.

General Secretary-Treasurer John F. English reported that the union is in fine financial shape. A financial statement will be found in the back of this issue of the *International Teamster*.

#### Legislative

In his legislative report to the board, Sidney Zagri, Director of Legislative and Political Education, stated that the Senate Commerce Committee has been marking time awaiting the President's transportation message which was expected in March.

Said Zagri: "There is a reluctance on the part of the Senate Commerce Committee to act on any transportation matters until such time as the President's message is delivered. More important than this, the recent trend in ICC decisions indicates a reversal of the Commission's thinking on selective rate cutting and has given rise to a 'wait and see' attitude regarding S. 1197 designed to stop selective rate cutting by the railroad carriers."

## **184,000 Membership Increase**

# **Sixth Eastern Conference Report Highlighted by Organizing Gains**



Registering with Eastern Conference hosts (left) were delegates (right) from Teamsters Local 869 in Wilkes-Barre, Pa.

A partial view of the delegates attentively taking part in the reading of Division reports and making by-law changes.



DELEGATES to the 6th area meeting of the Eastern Conference of Teamsters approved a minimal per capita tax increase at Washington, D. C., March 12-14.

The hike of five cents was okayed with only one dissenting vote from the delegates. It brought the total per capita tax to 10 cents per member.

Floor debate emphasized the need for additional funds to intensify and in some cases broaden service to Teamster members in the Eastern Conference, particularly in some of the smaller Local Unions.

### **By-laws Change**

Another notable action by the delegates was approval of an addition to the Conference by-laws.

The new by-law—comparable in language with similar by-laws in the Central, Western, and Southern Conferences—provides an outline for emergency action that can be taken by the Conference in case funds of a Local Union are tied up by court action or a government investigation.

General President James R. Hoffa electrified the 442 delegates, 106 alternates, and 252 guests in a special general session of the convention on the second night.

### **McClellan's Fifth**

He attacked Senate Resolution No. 307 passed March 8, in effect, giving congressional immunity to Sen. John L. McClellan (D-Ark.) who had been subpoenaed to testify at Hoffa's pre-trial hearing on mail fraud charges in Orlando, Fla., which got underway March 12.

The General President charged the action was proof that McClellan's well-publicized investigations of the past were aimed more at destroying labor than any other accomplishment.

Resolution No. 307 permitted McClellan and his Senate subcommittee investigators to take a form of the Fifth Amendment. They could decide whether they wanted to testify at the hearing or not. Also, they were prohibited from producing any Senate records at the hearing.

The Eastern Conference delegates

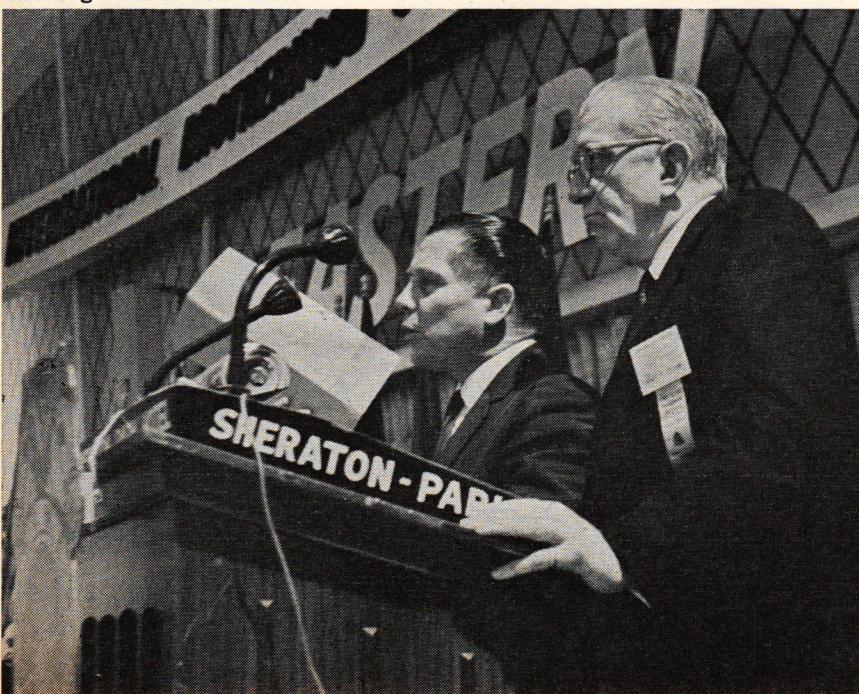


Contributing in convention roles were (left to right) Robert Flynn, executive assistant to Conference Director Thomas E. Flynn; William Mullenholz, International Comptroller; Nicholas P. Morrissey, General Organizer, and Raymond Cohen, International Trustee.



Appearing at various times as speakers before the Eastern Conference meeting were (left to right) John F. English, General Secretary-Treasurer; Harold J. Gibbons, International Executive Vice President, and U. S. Rep. Elmer J. Holland (D.Pa.).

General President James R. Hoffa held aloft a copy of McClellan's Fifth Amendment a moment before Eastern Conference Director Thomas E. Flynn, chairing the meeting, entertained a motion from the floor giving the General President a standing vote of confidence.



A standing vote of confidence for the General President wasn't enough for most delegates. They insisted on crowding the speaker's stand to shake James R. Hoffa's hand encouragingly.

## STATE OF THE UNION

gave the General President a standing vote of confidence immediately after he finished speaking.

Other speakers at the meeting included General Secretary-Treasurer John F. English, Sidney Zagri, DRIVE director, and Rep. Elmer J. Holland (D.P.A.).

All seven members of the Eastern Conference Policy Committee were reelected to serve another two-year term. They were:

Thomas E. Flynn, Conference Director and 6th IBT Vice President; Joseph Trerotola, Conference Secretary-Treasurer; and Board members Timothy M. Collins of Local 677 in Waterbury, Conn., formerly Recording Secretary; Harry A. Tevis, 4th IBT Vice President; John J. O'Rouke, 5th IBT Vice President; John B. Backhus, 8th IBT Vice President, and Anthony Provenzano, 12th IBT Vice President.

A large chunk of the general session business of the Eastern Conference meeting was devoted to making numerous by-law changes in accordance with the International Union's revamped Constitution and in accordance with requirements of the Landrum-Griffin law.

Chairman Flynn noted in his report to the convention that the Con-

ference had moved ahead through cooperation and constant organizing. For example, in eight years the Conference membership has increased from 375,379 members at the beginning to a high of 559,670 during 1961.

The convention heard a special report on the Teamster efforts in the five provinces of Eastern Canada where highly restrictive labor laws and an unfavorable political climate have inhibited unionism. In fact, the Labor Board in the province of Prince Edward Island recently refused to certify Teamster Local Unions. The Canadian wing is devoting much of its time to battling a combination of government and railroad interests.

Following are summaries of the various trade divisions' reports to the Eastern Conference meeting.

**AUTOMOTIVE TRADE** — An Area Cement Haul Maintenance agreement has been concluded to cover nearly the entire Conference. Area-wide contract uniformity continues to progress with a common expiration date of Nov. 1, 1963, in many sections. Several organizing campaigns are going.

**BAKERY**—Locals are alert against contract changes that might destroy

current protections for the driver. Automation problems crop up more often. Organization increases. The New England Bakery Drivers Council was formed to represent 13 Teamster Locals with 4,000 salesmen.

**BREWERY AND SOFT DRINK**—Automation is the big threat here. Organizing the unorganized is the most common answer. Numerous excellent agreements have been negotiated. A big aim, of course, is a common expiration date and uniform agreement.

**BUILDING AND CONSTRUCTION**—Construction committees and divisions have been formed within the Joint Councils, along with subcommittees for each trade division. Pre-job conference participation is on the increase.

**CANNERY AND FROZEN FOOD**—Organization has been the main activity in this division. Seasonal conditions make the job difficult. Much work is being done at Eastern Maryland canneries. Upcoming is an organizing drive in Maine.

**CHAUFFEURS AND DRIVERS**—There is a threat in New York City and Philadelphia where Yellow Cab proposes delivery of packages weighing 25 pounds or less. The division is studying the possible effect on daily booking delivered on meter compared with a flat rate offered by the company.

**DAIRY**—Nearly the entire industry is organized with the exception of Virginia, North Carolina, and South Carolina—the Conference's most anti-union areas. Organizing has been good wherever management tried to sell, lease, or give away routes. Many national chains are consolidating.

**INDUSTRIAL**—The prospect is to

### Eastern Conference Resolutions

Following are the important resolutions adopted by the delegates to the 6th Area Conference of the Eastern Conference of Teamsters in Washington, D. C., March 12-14:

**BE IT RESOLVED** that the Eastern Conference Building & Construction Division request the International Brotherhood of Teamsters to enter into national agreements with all contractors who are national in operations.

**BE IT RESOLVED** that the Eastern Conference Building & Construction Division recommends that all Teamster Local Unions participate in all possible activities of the Building & Construction Trades Councils in their areas.

**BE IT RESOLVED** that the Eastern Conference of Teamsters request the cooperation of *The International Teamster* magazine in further publicizing the jurisdiction of Teamster members through frequent use of photographs and material.

**BE IT RESOLVED** that the Eastern Conference of Teamsters approve and support an Act as requested by Teamsters Local 237 (City Employees) in New York City requiring the licensing of X-ray technicians in the New York City Department of Hospitals.

**BE IT RESOLVED** that the Eastern Conference of Teamsters endorses and urges the passage of H.R. 4091 by the 87th Congress—a bill to amend the Internal Revenue Code of 1954 to provide an additional \$2,400 exemption from incomes for retirement annuities or pensions; further urging members to write their respective Congressmen.

increase organizing efforts among the smaller industrial plants. Some 30,000 manufacturing employees within the Conference now belong to Teamsters Locals. Uniformity in industrial agreements is a goal.

**LAUNDRY AND DRY CLEANING**—Automation is a threat in this division also as coin-operated do-it-yourselfers mushroom everywhere. A campaign is planned to organize 5,000 unorganized workers in New York City. Another target is uniform and linen supply plants where mergers have brought them under NLRB jurisdiction.

**MISCELLANEOUS**—Efforts to attain uniform agreements with common expiration dates are a goal here. A goal of Oct. 31, 1964, has been set along this line for the wine and liquor industry. Vending operations are tending to merge with commissary operations under national companies.

**OFFICE EMPLOYEES**—One of the newest divisions, it is finding good reception by workers accompanied by fast shuffles from employers changing job titles. One problem is that office workers dislike seniority clauses in contracts, still believe the management razzmatazz about merit advancement.

**OVER-THE-ROAD AND GENERAL HAULING**—Plans are underway to get uniform contracts in New York and Philadelphia this year. A joint organizing operation with the Central Conference has been set up in steel hauling and some 5,000 owner-operators already have been signed.

**PUBLIC SERVICE**—An organization goal here is some 35,000 public service employees in the Conference. Much of the work is affected by the various local and state laws. More favorable states are New York, New Jersey, Pennsylvania.

**WAREHOUSE AND PRODUCE**—Organizing efforts have been outstandingly successful here. All major grocery chain store operations—with the exception of Winn-Dixie—are organized. Numerous frozen food and produce groups have been organized.

### Automation

Here's another twist in automation:

Now available for remodeling jobs are snap-on bricks. Suppliers provide, for appearance, a tube of mortar to be squeezed between the bricks after the wall is completed.

### Former Seafarers Attend Conference



Ray Oates, former port agent for the SIU in Philadelphia, chats with International Union Trustee Ray Cohen (center) and Jack Miller, former director of the SIU United Industrial Division, at the recent meeting of the Eastern Conference of Teamsters. Both are now Teamsters following a recent mass defection from the SIU to the Teamsters in Philadelphia. Cohen is also executive officer of Local 107 in Philadelphia.

Among those in attendance at the 6th Eastern Conference of Teamsters meeting in Washington, D. C., last month were two former officers in the Industrial Division of the Seafarers International Union who have come over to the Teamsters.

Ray Oates and Jack Miller recounted the history of the Industrial Division of the SIU which was organized as a local union in 1955.

"The only way we could have succeeded was with the complete cooperation of Ray Cohen, International Trustee and Executive Officer of Philadelphia Local 107. Without Cohen's and Local 107's support, we would never have gotten off the ground," Oates stated.

Speaking of the mass exodus of Seafarers officers and members in Philadelphia into the Teamsters, Oates stated that SIU International President Paul Hall's statements and actions concerning the Teamsters became very embarrassing to those in the SIU who knew that their division was built with Teamster support.

"Then when Hall began issuing paper taxi charters in Chicago and St. Louis, we knew we belong in the Teamsters as members," Oates stated.

Oates and Miller were attending their first Eastern Conference as Teamsters, and they were already looking forward to the next meeting in 1964.

"We should have an impressive organizing report to give at the next conference," Oates reported. "We already have three signed contracts, Air Master, Venus Aluminum and Willow Grove amusement park. Other Seafarers in the Philadelphia area only wait for the expiration of their contracts and they too will vote for Teamster membership."

"In addition to the three signed contracts, we have nine petitions for elections pending before the National Labor Relations Board," Oates reported.

Oates was the SIU port agent in Philadelphia. Miller was director of the United Industrial Workers of North America of the SIU. They and six other SIU officers were among the SIU Philadelphia members who made the break last month for membership in the International Brotherhood of Teamsters.

### Hoffa Policy On Contracts

"As long as I am president of the International Brotherhood of Teamsters, nobody but the members themselves will determine what they will work for,"—James R. Hoffa, President of the IBT, at the 6th Eastern Conference of Teamsters.

## • Organizing Wins

Teamster organizers stay on the job and sometimes the rewarding confidence of unorganized workers comes forth all at once.

Such was the case in the Central Conference of Teamsters recently when employee votes in National Labor Relations Board representation elections added 502 new members to Minnesota Joint Council 32 in three consecutive days.

On March 12, Local 359 (Hardware workers) of Minneapolis won an election at Fullerton Steel Co., by an 8-to-1 score as 10 employees were eligible to cast ballots.

On March 13, Local 346 (General Drivers) of Duluth beat the Amalgamated Transit Workers Union in a ballot at the Duluth-Superior Transit Co., as the employees voted 65-to-59 in favor of the IBT. Altogether, the company employs 125 bus drivers.

On March 14, Local 970 (Metal Shop) of Minneapolis-St. Paul won an election at the Cornelius Co., in suburban Anoka, Minn., as the workers voted 194-to-146 in favor of the Teamsters. The plant, previously not organized, employs 367 workers.

### Setting the Pace

Contributing to the organizational sweep were the following men:

Gordon Conklin of St. Paul, International Vice President; Jack J. Jorgenson, President of Joint Council 32; Carl Keul, International Representative; George Nelson and Ray Wallin of the Central Conference;

Earl Drange, Donald F. Liljedahl, and Clem Reis, officers and organizers of Local 970; Douglas McNaughton, Frank De Meria, and Chester Gudvangen, Local 346 officers and agents, and Alexander Gallus, Local 359 business agent.

Records of the NLRB prove unquestionably that the Teamsters Union is the greatest force in organizing on the American labor scene.

A new summary released recently by the NLRB showed the IBT has sought new members in single union elections at a faster pace than any other organization.

In the period of October through December of 1961, Teamsters participated in 440 single union representation elections while AFL-CIO unions took part in 1,099 similar ballots.



**Teamster General Organizer Nicholas Morrissey and Alexander Hylek, Local 251, review Local 251's record of DRIVE memberships, number one in the country with 1,945 out of a total union membership of 4,500.**

Other unaffiliated unions participated in 138 elections.

Teamster organizers thus initiated 40 per cent of all representation elections involving the total of those participated in by the IBT and the AFL-CIO.

The percentage of victory was about the same for the IBT, the federation, and for independents.

## • Grim Warning

Among the important addresses given by General President James R. Hoffa last month was one to the banquet of the Mid-States East Coast Dairy Conference meeting in the Willard Hotel at Washington, D. C., March 14-16.

The General President took particular note of the changes in statutes across the land at both the local and national level. He stressed the need for increased political action by Teamsters everywhere, warning that if this activity is overlooked:

"When we next meet, you will find there will be rules and regulations passed after the 1962 election that will almost immobilize organized labor."

## • Another IBT Win

Workers at Frick Co., in Waynesboro, Pa., selected the Teamsters Union in a close representation election late in February.

The National Labor Relations Board said nearly 600 employees were eligible to ballot. The vote count was 284 for the IBT, 43 for the United Auto Workers, and 222 cast by non-unionists.

By coincidence, the figure of 222 workers desiring no union was the same as in a 1953 election at Frick. The UAW won in a runoff vote, but never negotiated a contract with the company.

## Teamsters Win Again At Sikorsky

Teamster organizers won their third representation election at Sikorsky Aircraft in Bridgeport, Connecticut, March 21st, after the National Labor Relations Board had set aside their victory in December on a technicality.

In the first election last Fall, the Teamsters led the balloting, but did not secure the necessary majority over an independent union to be certified as collective bargaining agent, thus necessitating a runoff election.

In December, the Teamsters swamped the independent union, but the NLRB regional manager sided with the company and the independent union, upholding their protest on a technicality and ordered another election.

Two choices were available to the Teamsters. Protest the regional director's decision before the full NLRB in Washington, D. C., or call for another election immediately, which they did.

Now that the Teamsters are three-time winners at Sikorsky, it is expected that certification will follow shortly, and negotiators will begin the process of bringing Teamster Wages, hours, and working conditions to the nearly 5,000 production workers.

Sikorsky, a division of United Aircraft, is a leading manufacturer of helicopters.

# McClellan's 'Fifth Amendment'

87TH CONGRESS  
2d Session

S. RES. 307

IN THE SENATE OF THE UNITED STATES

MARCH 8, 1962

Mr. McCLELLAN, from the Committee on Government Operations, reported the following resolution; which was considered and agreed to; preamble agreed to

## RESOLUTION

Whereas, in the case of United States of America, plaintiff, v.  
James R. Hoffa and Robert E. McCarthy, Jr., defendants,  
Criminal Action Numbered 1282-61, pending in the United

SENATOR John McClellan, subpoenaed last month to testify and produce certain records at a pre-trial hearing in a federal court, scampered for his congressional immunity and came up with a hip pocket "fifth amendment."

McClellan—so critical of those who invoked the 5th Amendment before his committee—quickly obtained a Senate resolution giving him, all committee members and employees, and the committee records the hip pocket fifth.

In effect, McClellan told a federal court to let the defendant's lawyers question an affidavit.

It all took place when McClellan was subpoenaed to testify and produce records at the pre-trial hearing of Teamster President James R. Hoffa, in Orlando, Florida, where Hoffa's lawyers were arguing motions to dismiss an alleged mail fraud indictment.

A former member of the McClellan Committee, Edward M. Jones—an admitted wire tapper—took the hip pocket fifth on the witness stand in Orlando, seeking shelter from testifying to the truth behind the Senate shield.

Hoffa's lawyers, arguing that wire-tapped evidence—inadmissible in a federal court—was being used against the Teamster president, found that McClellan, so cloaked in self-created moral propriety, had scampered to the Senate and pleaded:

"Seal my lips!"

Critical of Hoffa behind his congressional immunity, but now given a chance to testify to the truth, McClellan showed no willingness to make those criticisms under the rules

of court room procedure and right of cross examination—yardsticks of fair play which he did not permit when he was chairman of the Select Committee of the Senate investigating labor and management.

With a Little Rock background and a sensational record of fighting to block civil rights and liberties, McClellan has now led an assault on due process of law.

The great danger in McClellan's action is that precedent is being set whereby the U. S. Senate can turn the tongues of witnesses to granite and tie the hands of a court of law when a man's liberty is at stake.

If such a senatorial hip pocket fifth stands up in an appellate court of review, the precedent will be set for the U. S. Senate to abide by no limits in wire tapping, invasion of privacy, and other breaches of constitutional rights and privileges—giving itself the same power as exists in a Russian commissariat.

American freedom and justice will be hung on the gallows of Senator McClellan's Senate Resolution No. 307.

This in the United States of America.

It should be pointed out that James R. Hoffa—even though denied the right to:

1. Invoke rules of evidence;
2. Face his accusers;
3. Cross examine witnesses;
4. Subpoena his own witnesses;

NEVER took the fifth amendment before McClellan's Committee, although he defended the right of others to take the fifth, rather than testify against themselves.

Here is a quote from Senator John

McClellan on Friday, September 27, 1957, as chairman of the Select Committee on Improper Activities in the Labor-Management Field, Washington, D. C.:

"There are two devices being used to obstruct the progress and work of this committee by witnesses who take the Fifth Amendment capriciously, not in good faith, but who see that device to keep from telling the committee the truth, (to keep from) giving the committee information the committee needs, and (information) that comes within its functions, and there are others who are using the device of pretending loss of memory."

This quote casting shadows on the constitutional rights of a witness can now be paraphrased as follows:

"There is a device being used to obstruct the progress and work of a federal court of law by Senator John McClellan who takes a hip pocket fifth amendment, for reasons known only to himself, and who sought that device to keep from testifying in a court of law and giving that court—under the rules of evidence and cross-examination—information that court needs to arrive at the truth, information which comes under its function of arriving at the truth."

Senate Resolution No. 307—as sponsored by Senator McClellan (it was not an automatic thing)—restrained McClellan, Edward M. Jones, and others from delivering records to the Federal Court at Orlando.

The subpoena specifically directed McClellan to appear before the court on March 12, 1962, and to give testimony and bring with him "all recordings, refreshers and information and leads to information, obtained

## SPECIAL REPORT

directly or indirectly, as a result of wire tapping or listening in on telephone conversations or electronic bugging and "mail watch" of James R. Hoffa or his employees, agents and his attorneys between the years 1954 and to the present, and names of members of the committees and its counsel, investigators, etc., and all information received from Edward Jones and John P. Constandy, said material being in the possession and under the control of the Senate of the United States."

The resolution gave McClellan permission to testify at his "discretion" but forbade him to produce any records which were pertinent to the court proceedings, and further reserved the right for the Senate to deliberate again should the court order those records produced.

The resolution continued:

"Resolved, That United States Senator John L. McClellan is granted leave in his discretion to respond to the aforementioned subpoena to testify to any matter determined by the court to be material and relevant for the purposes of identification of any document or documents provided said document or documents have previously been made available to the general public; but without prejudice

to his right, based on the privilege of the United States Senate to respectfully decline to testify concerning any or all matters acquired by him in his official capacity either by reason of documents and papers appearing in the files of said subcommittee or by virtue of conversations or communications with any person or persons." (Italics added.)

The resolution then continues to give the same hip pocket fifth to Jerome S. Adler, Edward Jones, and John P. Constandy.

Also subpoenaed to appear before the court were Attorney General Bobbie Kennedy, and Secretary of Labor Arthur Goldberg. Both had their subpoenas quashed.

Behind the whole fiasco is permanently woven a facade of questions which cry out for answers:

"Was wire-tapped evidence used to indict James Hoffa, in violation of the Federal Communications Act?"

"What is McClellan hiding?"

"Has a dangerous hip pocket fifth amendment precedent been set which can henceforth be used against those in political disfavor?"

"Can it be said that a man charged with committing a crime has a fair day in court when those with the knowledge and the facts of how evi-

dence was obtained are permitted to refuse to testify and produce records pertinent to the proceedings?"

"Can it be said that Justice is still impartial when politicians use a hip pocket fifth amendment to deny a defendant in court the right to call witnesses for his defense?"

We criticized Hitler.

We criticize the Russians.

We criticize Castro for his trials at midnight and 4 A.M. firing squad.

But who are we to criticize them, when in Washington, the Capitol of Democracy, McClellan gave birth to a "Senatorial Fifth" which fractures the constitutional rights and privileges of every American?

## MERCHANTS LEARN TEAMSTER BENEFITS

A new approach to making a civic club address was made with great success recently by William G. Kenyon, secretary-treasurer of Teamsters Local 890 in Salinas, Calif.

Kenyon was invited to address one of the business service clubs in Salinas on a topic of his choosing.

His audience would be merchants, doctors, dentists, lawyers, accountants, and other white-collar types—so Kenyon decided to speak their language.

He spent days scanning Local 890's records and assembled hard money facts about what the union had contributed to the community's economic life.

Kenyon cited the benefits of Local 890 contracts gained for the previous 10 years, detailing the wage increases, number of workers, totals of increased income to the individual workers. He then pointed out that Teamster members spent their earnings with the very merchants to whom he was talking.

As a result, Kenyon emphasized, Salinas business was booming and even the town bankers were profiting from loans made to finance the purchase of new homes, autos, etc., that might not have been bought with lower wage scales.

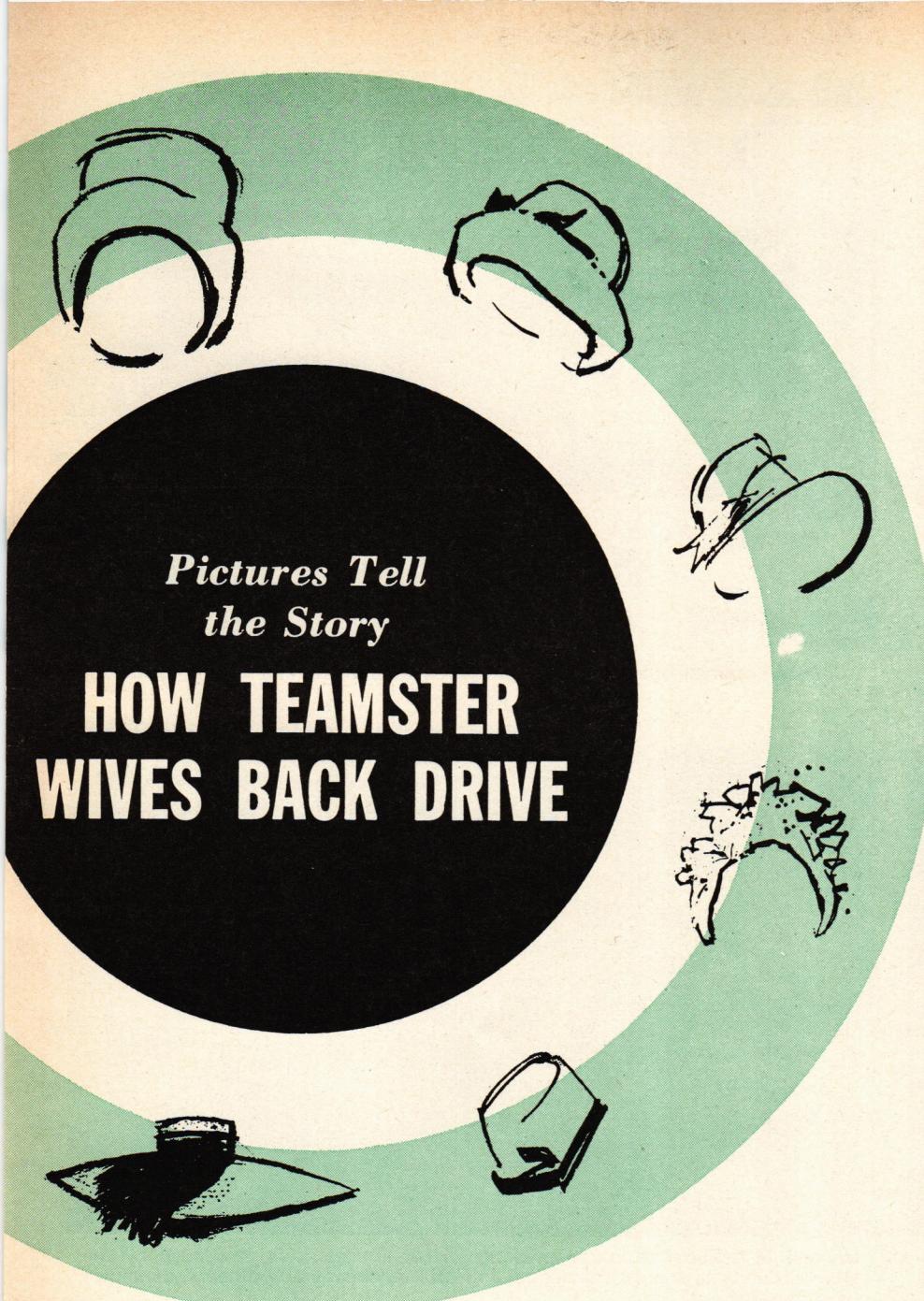
The Local 890 official then broadened still further the effects of an improved standard of living, citing the growth of community facilities such as hospitals, the impact on insurance, and so on.

When Kenyon finished speaking, his listeners had a new appreciation of the Teamsters' contribution to the life of Salinas.

## Dairy Conference Honors Hoffa



General President James R. Hoffa received a citation for outstanding labor leadership from the Mid-States East Coast Dairy Conference meeting in Washington, D. C., in mid-March. Shown a moment after the ceremony are the General President flanked by Mr. and Mrs. Thomas J. Haggerty while Mrs. Jo Hoffa and William Clarke look on. Haggerty is treasurer of the Conference while Clarke is the executive vice president.



*Pictures Tell  
the Story*

## HOW TEAMSTER WIVES BACK DRIVE



James R. Hoffa, IBT general president, and chairman of DRIVE, poses bashful child for cameraman in San Antonio, Texas.



Mrs. Hoffa made Indian Princess at Oklahoma DRIVE meeting.



Mr. and Mrs. Hoffa don 10-gallon hats at Houston, Texas, airport reception.

CONTINUED

BEHIND every successful Teamster strike throughout the years there has been a Teamster wife at home, stretching the limited family budget to feed and clothe the family until the strike was won.

Behind every successful political action movement there is a woman, and this is true of DRIVE functions across the land. Teamster wives are organizing politically to protect legislatively the gains in wages and fringe benefits won by their husbands on the picket line.

These pictures tell the story of the woman behind the man at DRIVE luncheons and dinners throughout the South.



County Commissioner Albert Penja addresses San Antonio DRIVE session.

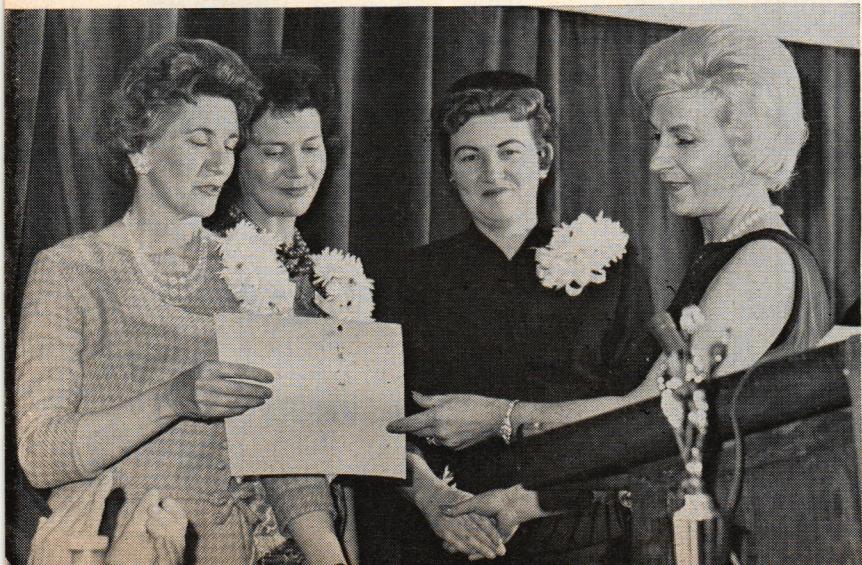


Behind the success of each DRIVE meeting goes the work of the wife of a Teamster. These two ladies were hostesses for the DRIVE Jo Hoffa dinner.



Interest in political action to preserve picket line gains is evidenced by the large turnouts to the organizational Jo Hoffa luncheons and dinners, as shown here in Oklahoma City.

Mrs. Josephine Hoffa (right) makes a DRIVE Ladies Auxiliary charter presentation in Oklahoma City. Others are Mrs. Donald Capshaw, Mrs. Thomas Gallant, and Mrs. B. V. Roberts.

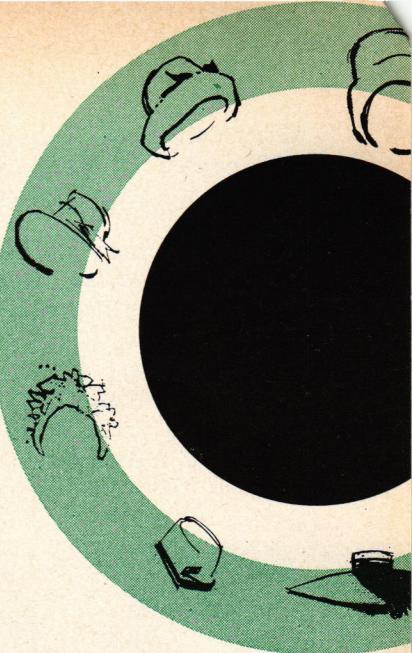


The impetus behind DRIVE: Teamster General President and Mrs. James R. Hoffa.





Mr. and Mrs. Odell Smith flank Mr. and Mrs. Hoffa at DRIVE session in Little Rock, Arkansas.

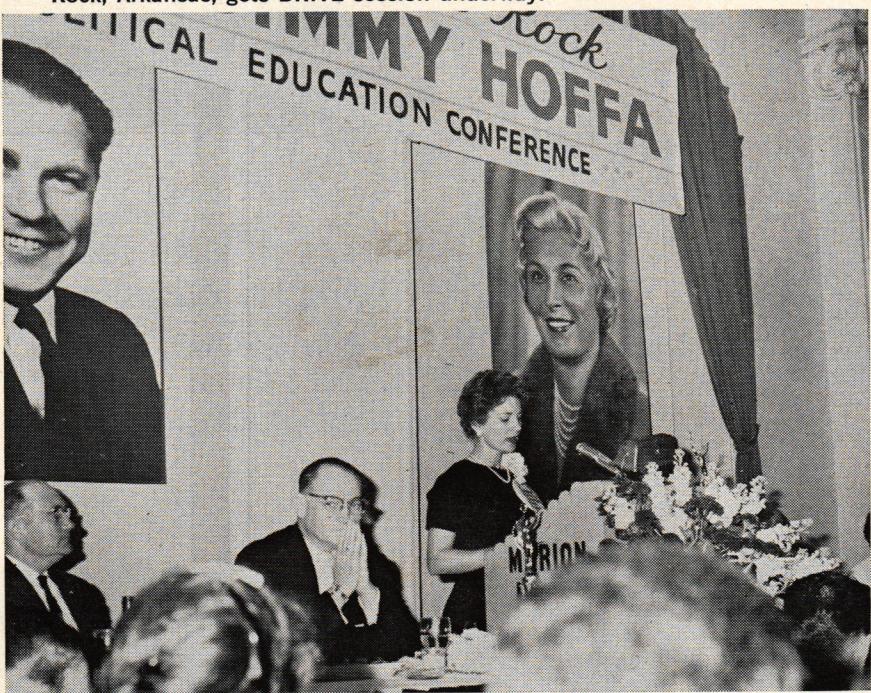


Mrs. Randall G. Miller, wife of Local 968 secretary-treasurer Randy Miller, serves as temporary chairman of the DRIVE Ladies Auxiliary in Houston.



Randy Miller, Local 968, Houston, discusses political action with Teamster General President Hoffa during Jo Hoffa banquet in that Southern City.

Mrs. Bernice McEntire, president of DRIVE Ladies Auxiliary in Little Rock, Arkansas, gets DRIVE session underway.



When student proponents of 'right-to-work' laws picketed a DRIVE meeting in Little Rock, they were invited in to debate the issue. There were no takers to Hoffa's offer to exercise their free speech.



SPONSORED by Teamsters Local 247 in Detroit, Mich., a team of fast-skating youngsters won the National Bantam Hockey championship in a tournament at Lake Placid, N. Y., in late March. They not only won the crown—they nailed it down.

The youngsters, many of them sons of Local 247 members and ranging in age from 12 to 14, notched four wins without a loss in the three-day round-robin tournament. They scored 34 goals while the opposing teams

managed to tally only 2 goals against them.

It was the second National Bantam tournament sponsored by the Amateur Hockey Association. The New York State division acted as host.

George Strandloff, secretary-treasurer of Local 247, was justifiably proud of the Detroit boys who had to whip the Sault Ste-Marie Shell Warriors in a playoff for the Michigan title to make the Lake Placid trip.

Strandloff called the championship

a tribute not only to Coach Pete McGonigal but to the parents of the team members as well. He said the youngsters had to overcome many handicaps of which the most serious was lack of a place to practice.

They finally found a rink in Windsor, Ontario, across the river, which made it necessary for some of the boys to get up as early as 3 or 4 a.m. to get over to practice before going to school. The parents got up with them and drove them back and forth.



National Bantam Hockey Champions sponsored by Teamsters Local 247 in Detroit, Mich., are (left to right): Kneeling—Vic Taylor, Mike Eves, Greg Barnes, Chuck Burt, Pete Donnelly, John Lansky, Denny Cox, Dave Sowerby; Standing—Jerry Bain, John Rinaldi, Clair La Porte, Doug De Makes, Eric Golting, Jack Harrigan, Jim Beyster, and Jim Turner, team captain.



The Olympic Arena at Lake Placid, N. Y., where the Detroit Teamster Bantams won their hockey championship with a phenomenal tournament record.



Typical of Hundreds of Youth Teams  
Sponsored By Teamster Locals as  
Community Service, Hockey Team  
Supported by Detroit Local  
Wins National Bantam Championship

MEET THE

The Teamster Bantams won the city league crown in hockey-conscious Detroit, home of the Red Wings, and then went to the state tournament where they made a clean sweep.

Strandloff said Local 247 has sponsored the club for six years, bringing many of the boys along from the time they were barely able to stand upright on skates.

In the national tournament, the Teamster team was entered with squads from New York, Massachusetts, and California. The Michigan

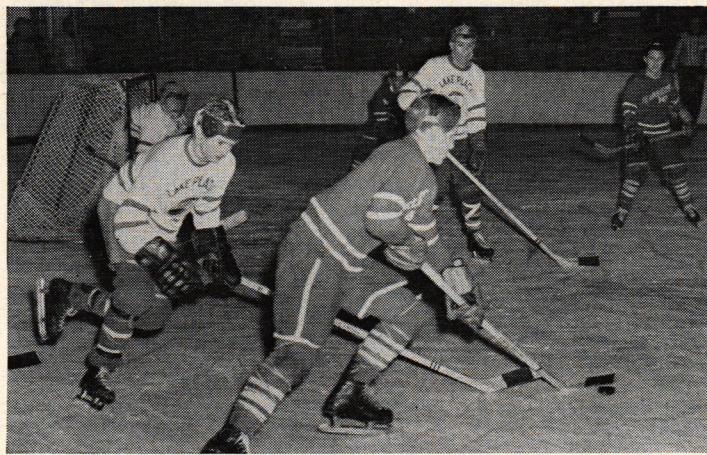
boys clobbered Lake Placid's team, 9-to-0 in the first game despite the fatigue of a long bus ride from Detroit that ended a half-hour before the game began.

Then the Teamster-sponsored group ran over the Massachusetts entry, 7-to-1, the next morning, and chewed up the Potsdam, N. Y., skaters, 8-to-1, in the afternoon. Michigan whomped the California boys, 10-to-0, in the final contest.

Observers said the Teamster Ban-

tams got their power from three well-balanced lines, two sets of rugged defensemen, and a good goalie. Competing teams had little reserve strength.

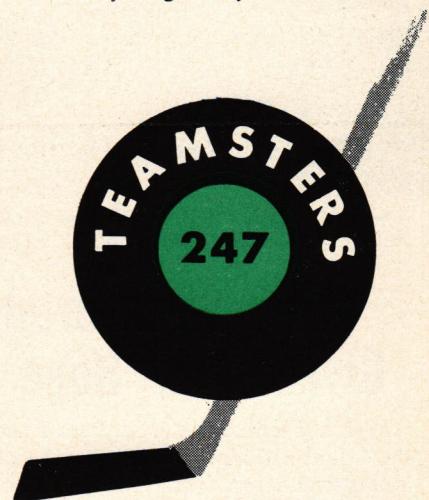
As *The International Teamster* went to press, still another hockey team sponsored by Local 247—a senior team of boys—was entering a similar national championship tourney in Maine after making the same kind of sweep over local competition that the younger boys made.



Teamster Bantam Jack Harrigan feints the opposition with the puck under control as the defense lines up to try and stop him.



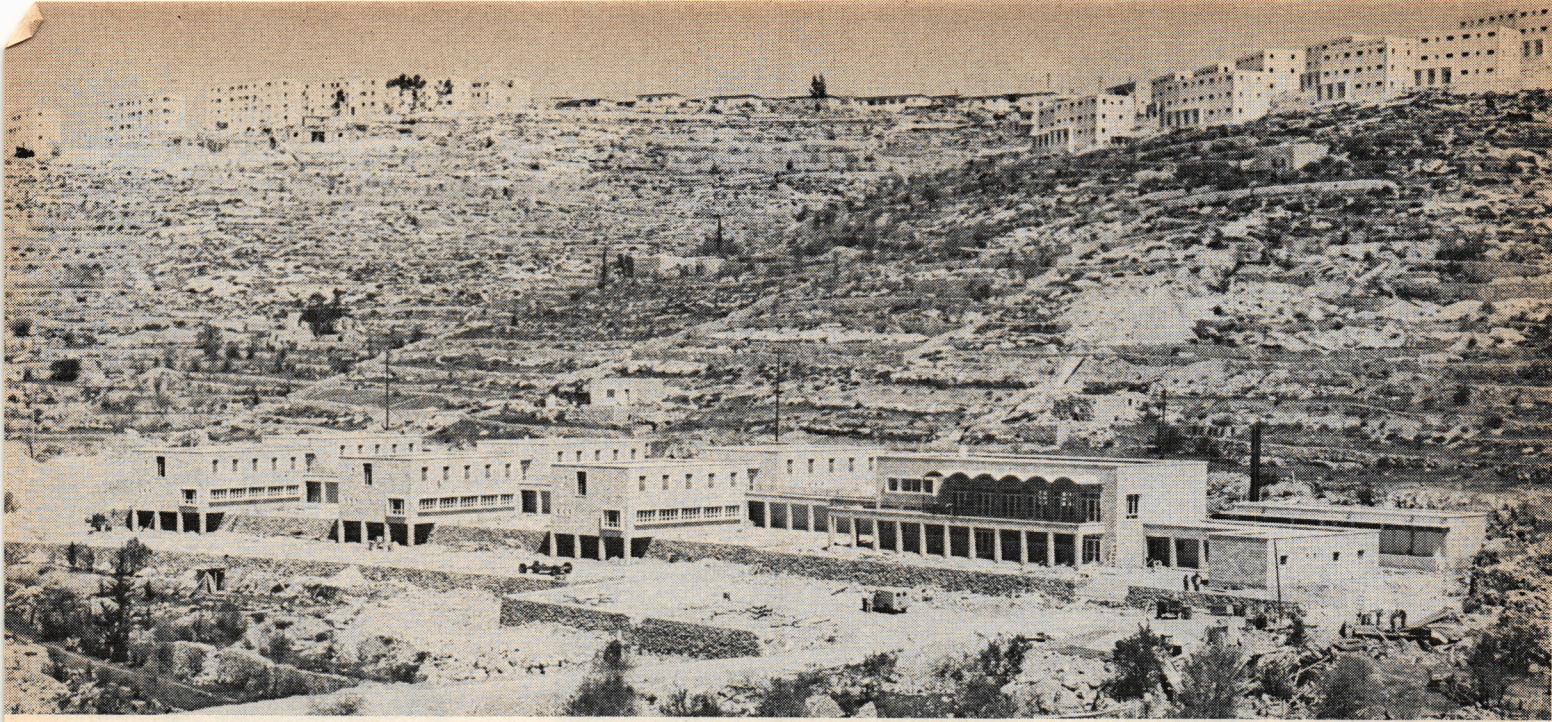
One line watches another on the ice during one of the tourney games at the Olympic Arena. The boys (left to right) are Jim Turner, Clair La Porte, Dave Sowerby and Denny Cox. Coach Pete McGonigal lends encouragement to the players.



Taking part in the presentation of the championship trophies are (left to right): Team Manager Don Frushauer, Coach Pete McGonigal, Tournament Director Robert Allen, president of the New York State Amateur Hockey Assn., and Jim Turner.



# CHAMPS!



The Teamsters Children's Home at Ein Keren near Ankara in Israel cares for 120 youngsters and was built with the help of generous IBT members. The photo was taken during the finishing stages of construction.

## IBT-Sponsored Home in Israel Gives New Hope to 120 Youngsters

It has been almost six years since the International Brotherhood of Teamsters helped raise funds for an unusual project in Israel.

The project has now become a reality. The Teamsters Children's Home in Ein Keren near Ankara is in operation today, benefiting 120 children.

Costing more than \$1 million, the youth center got its biggest encouragement from a dinner in honor of James R. Hoffa, then an IBT vice president, held at Detroit April 20, 1956. The affair netted \$300,000 to help finance the construction.

Hoffa and his daughter, Barbara, helped break ground for the center Aug. 22, 1956. It was completed in 1961.

Rabbi H. Judah Hurwitz, secretary of the Kashruth Supervisors Union, Local 621, Amalgamated Meatcutters and Butcher Workmen of North America, visited Israel recently, and being a friend of Hoffa inspected the Ein Keren home.

Hurwitz reported on his return that the center is giving 120 youngsters "a chance in life that they would not have had if it were not for the generosity of General President Hoffa and his friends."

The children are between the ages of 6 and 14. Many of them were the victims of family problems and hardships arising from war. Some suffer asthma and other respiratory ailments.

The home, located on 25 acres in the hills of Judea, is one of a chain of such centers throughout Israel. Ein Keren, a small village, was the scene of heavy fighting during the Israeli war of liberation and is now being turned into a garden paradise for children.

In the midst of the fighting, Rachel Yanait Ben Zvi, wife of the President of Israel, came to Ein Keren and established what was called a "youth village" where immigrant youngsters were taught to till the land. Many of the school graduates remain in the area as farmers and continue studying agriculture.

A plaque at the Teamsters Children's Home in Israel gives appropriate credit where credit is due.

The Teamsters Children's Home has six pavilions. Four children are quartered in a room and 20 to 24 live in a pavilion. Each building has its own clubroom for the youngsters to prepare their lessons, read, and play games.

The central structure contains a dining room, kitchen, general club room, storerooms, a central heating plant, and classrooms.

Some of the children are deaf mutes and are being taught special skills with attention to their individual aptitudes. Many of them are responsible for small gardens. Their main form of transportation is the reliable donkey, which also is a favorite pet.

Still to be dedicated, the home is a tribute to the compassion of Teamsters everywhere.

הוקם בעזרת  
איבוד פועליה הובלה בארץ  
נימס הופפה נשייא

CONSTRUCTION OF THIS YOUTH CENTER HAS  
BEEN MADE POSSIBLE BY THE CONTRIBUTION  
OF THE MEMBERS AND FRIENDS  
OF THE INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS, CHAUFFEURS  
WAREHOUSEMEN AND HELPERS OF AMERICA  
**JAMES R. HOFFA**  
PRESIDENT

# Collective Bargaining and the Public Interest

Government coercion in collective bargaining is the latest expression of authoritarianism by the Kennedy Administration.

It has taken the President months to expose bit by bit his philosophy of government regarding this most basic element of the national labor policy.

The picture is now complete. It is revealed as the same philosophy that permits Attorney General Robert Kennedy to run amuck in the field of civil liberties: *The public interest is subordinate to the national interest; they no longer are synonymous.*

President Kennedy has carefully cultivated a country-wide climate for acceptance of the philosophy as applied to labor-management relations. He selected the steel industry to first develop a false image of collective bargaining. The phony image was then presented as the excuse for adding federal coercion to the national labor policy.

The job was done in three easy steps:

—Collective bargaining, the Administration insinuated, lacked good faith. This was accomplished by repeating often last summer the apprehensive question: Will we have another steel strike next year?

—The convenient assertion then implied that present-day collective bargainers lacked concern for the public interest. This was done by often crying an answering alarm to the apprehensive question: We must avoid another steel strike!

—Finally, the campaign concluded with a need for the government to crash work contract negotiations. This was done by issuing a warning complete with guidelines: Steel negotiations must begin early to avoid

another steel strike that might happen.

With this prickly Kennedy tactic backing him, Labor Secretary Arthur J. Goldberg has found it possible to gradually assume responsibility for the public interest without need of public invitation. Simultaneously, the President made constant reference to nationalism in speeches on other topics. Ultimately, Goldberg pushed the steel

negotiators together prematurely. It was an unreasonable and unrealistic move by the Labor Secretary, who as counsel for the Steelworkers in 1959 argued before the Supreme Court that no national emergency existed.

The government's altered image of collective bargaining was given stronger form in a statement made by the President in his March 7, 1962,

## Labor and the Ministry



Teamster President Hoffa confers with Sherman L. Greene, Senior Bishop of the African Methodist Episcopal Church of the World, during a break in the IBT executive board meeting last month in Miami Beach. Speaking briefly to the IBT board, Bishop Greene stated that Hoffa is "one of the great leaders of our nation and a great friend of the common people. He is one of the great minds of the country today." The Bishop, 76 years old and born of slave parents in Mississippi, said "it is primarily because most of his people are workers that he is interested in labor activities and especially interested in the Teamster movement."

## Hoffa on Collective Bargaining and the Public Interest

"Free collective bargaining and the right to strike are indispensable to our national economy. Without free collective bargaining and the right to strike, the federal government, under Kennedy Administration policy, would establish fixed wages in the various industries. This would be done in the guise of protecting the public interest. However, this is impossible without establishing fixed prices in corresponding industries. This eventually would necessarily lead to federal controls on wages in all occupations and professions. It would end in national socialism."

news conference. Discussing the steel negotiations that had broken off, he said:

"All we can try to do is to indicate to them (the negotiators) the public interest which is, after all—the public interest is the sum of the private interests, or perhaps it is even sometimes a little more. In fact, it is a little more."

Kennedy's off-hand statement would have attracted small attention as just another Kennedyism had he been referring to an over-all executive attitude. But he was talking about collective bargaining only. He used language he would not have dared to voice prior to his election.

### Police Honor Hoffa



The Greater Miami Police Athletic League awarded Teamster President James R. Hoffa membership in its 100-Club last month. Miami Detective Howard Shaw and Mike Crudo (not pictured), retired detective, made the award. Shaw is the PAL director and Crudo is assistant director. The 100-Club is limited to 100 members who make outstanding contributions to the PAL program.

Oddly enough just the day before, Teamsters Union President James R. Hoffa had vigorously opposed the Administration's altering of the national labor policy by executive shenanigan.

Hoffa termed "coercive" the "thrusting of the heavy hand of the federal government into the free collective bargaining process." He said the proper governmental role instead is "to create an atmosphere that encourages and strengthens free collective bargaining." The IBT leader explained:

"Coercion is an improper role for the federal government. Regardless of who is coerced, management or labor, federal interference alters and weakens free collective bargaining and is incompatible with the basic concepts of American freedom."

The General President stated the Teamsters Union has no intention of tying its wage increases to any wage-fixing formula which must inevitably result from the new bargaining attitude. He said, "We have refused throughout the years to relate our demand for wages to the profit structure of our employers."

Hoffa said the IBT has a responsibility to negotiate wages based on living costs. In turn, the employers have a responsibility to pay these wages. Hoffa adjudged that such an arrangement was in the public interest. He said further:

"The Kennedy Administration's labor-management policy is contrary to the public interest. For anyone to attribute inflation to increased wages is to distort and over-simplify the causes of inflation. It is a schoolboy approach to economics."

President Kennedy's assault on free collective bargaining has depended upon his own definitions. The motive clearly involves the Administration's random search for national economic

cures. Stifling collective bargaining and inhibiting the public interest with coercive guidelines will not solve the problems of unemployment, production, or foreign trade.

The National Labor Relations Act enacted in 1935 is still good. It says that the duty of labor and management is to bargain in good faith. The law does not require either unions or employers to make concessions.

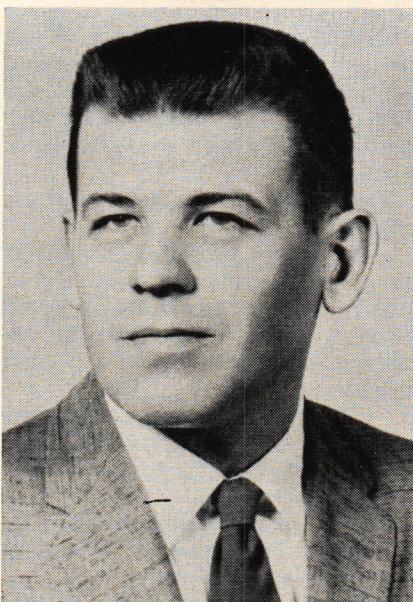
Despite Taft-Hartley and Landrum-Griffin changes, the amended NLRA encourages collective bargaining more than did the original Act. *The Guidebook to Labor Relations* published annually by Commerce Clearing House, Inc., describes the nature and scope of NLRA pretty well:

"The objective of collective bargaining . . . is the reaching of an agreement which will stabilize employment relations for a time. Agreement is not compulsory—only good faith in attempting to reach an agreement is required . . . .

"The NLRA expressly requires bargaining in good faith. However, the Act does not go on to state in concrete terms what good-faith bargaining is." The law left definitions to the National Labor Relations Board and the courts.

Recent yammerings by Labor

### Candidate



Kenneth Fish, president of Teamsters Local 414 in Ft. Wayne, Ind., is a candidate for the Democratic nominee to seek the State Representative seat from Allen County, Ind. The primary is May 8.

Secretary Goldberg lend suspicion to the law's validity. More than anything else, Goldberg suggests that good faith is problematical; agreement should be compulsory; and most important, the government shall decide what good-faith bargaining is—not the NLRB or the courts.

One would think the Administration is working itself into a rage so that it can piously ask Congress for legislation to prohibit strikes. Sen. John McClellan, Arkansas Dixiecrat, loiters furtively in the background, always ready to strain against labor. His favored beginning would be in missile base construction, where he has already offered S.2671 to prohibit strikes.

The notion is not far-fetched. In late February, Goldberg petulantly said the Administration would aggressively define and assert the "national interest" when it moved into collective bargaining situations.

If a steel contract is not negotiated before the June 30 deadline, Goldberg has a vehicle ready to inspire public pressure—a ghostly White House conference on national economic issues.

A routine inquiry by *The International Teamster* learned the projected conference had no title, had only the hazy date of "this spring," and had no agenda. However, collective bargaining is expected to be a major topic. Proposed legislation could be a sub-topic.

#### Goldberg Policy

Goldberg has consistently—beginning way last summer—posed the idea that unions and managements have a joint obligation to reach strike-free contract agreements. He always has tossed in the phrase, "consistent with the national interest."

The Labor Secretary frequently has echoed the President's tune as when he stated recently:

"The building of a stronger and more durable industrial peace is clearly a pre-condition of national unity (because our destiny as a free nation depends upon it)."

In the next breath, he could easily add: "The government has got to give more help in the collective bargaining process."

What kind of help? Help to whom? How?

Goldberg's policy is a sometime thing. For example, the public interest is paramount when collective bargaining is concerned, but undesirable on other occasions.

One of the "other occasions" was a recent joint conference of the United Auto Workers and the International Association of Machinists. The Labor Secretary offered a glib reply to what he called a "glib answer."

Asked about a proposal by Rep. Frank Kowalski (D-Conn.) to have the federal government refuse to pay strike costs of firms doing missile business with the government, Goldberg called it a "glib answer" to a complicated problem.

Kowalski's proposal was prompted by United Aircraft Corporation's billing of the government for charges to pay for the recruiting and training of strikebreakers, charges for spoiled work, and overtime for scabs during a United strike.

Goldberg's answer suggested it was hasty to think ill of taxpayer money being paid to strike breakers. Thus, the Administration policy is established; seek strike-free collective bargaining; condone strike-breaking.

Nationalism, by the Administration's own definitions, supersedes the public interest. Secretary Goldberg addressed the United Federation of Teachers in New York City last March 3, and said:

"The public interest involves many things in the area of employee-management relations with the government, but clearly the first requirement, and indeed the essence of the rela-

tions of a government union such as yours and the government, is that there be no interruption of government service."

Charles Cogen, UFT president, disagreed instantly. He denied that teachers were second-class citizens. He said the teachers reserved their right to strike if they found it necessary to do so.

The UFT had found it necessary for a day in November, 1960. They won the brief strike. Last December, thousands of New York City teachers voted overwhelmingly for representation by the UFT. Unlike Goldberg, they want the union shop.

#### In the Middle

One columnist suggested recently that the Kennedy Administration is now in the middle of the public interest dispute—"which may be just where it wants to be."

Such a position is an ideal spring-board from which to dive for legislation. In the same steel negotiation statement by President Kennedy referred to earlier, the chief executive said:

"But we (the government) are limited by the Constitution and statutes and proprieties to the areas which I have discussed. I hope they work it out, because it is in their (steel workers and management) interest as well as ours."

Was this a dejected complaint ac-

## Medicare in the Balance

Listed below are members of the House Ways and Means Committee who hold the fate of medicare for the aged through social security in their hands. If four of the congressmen listed below can be brought over to support the bill, there is a good chance of getting a vote on the House Floor. Teamsters and their wives are urged to write these congressmen. Urge them to pass this needed legislation. All addresses are House Office Building, Washington 25, D. C.

Congressmen	Local Union in Congressional District	No. and Per Cent of those over 65 in Cong. District
Burr Harrison, Va.	539	27,000 11.3
Sydney Herlong, Fla.	172	86,000 18.9
James Frazier, Tenn.	515-594	34,000 14
John Watts, Ky.	779	43,000 17.2
Clark Thompson, Tex.	837-858-940	40,000 13.8
Howard Baker, Tenn.	519-621	38,000 13.1
Victor Knox, Mich.	328	25,000 18.4
Jackson Betts, Ohio		32,000 18.5
Steven Derounian, N. Y.	Jt.C. 16	35,000 11.4
Herman T. Schneebeli, Pa.	764	38,000 18.6

## SPECIAL REPORT

accompanied by a veiled threat for the need of anti-strike legislation?

The Administration's view that organized labor must relinquish its share of the public interest is a bald attempt to get the unorganized public to accept Kennedy coercion. Anti-labor publications have gobbled the idea hungrily. As far back as August, 1961, one writer put it this way:

"... The two quasi-sovereignties, management and labor, must be *made* to accept the same standards of conduct which are normal to the civic community." (Our italics).

This is classic anti-labor reasoning. It overlooks the fact that management for decades has set the tone of the community in the U. S., and still does in many areas. We are not yet free of the dictatorial company town.

We are familiar with collective bargaining and the current attempt to degrade it. But what is the public interest which none define but all talk about?

"The Public Interest in National Labor Policy," an 18-month study made by the Kerr group and released in late 1961, makes no effort to define the public interest. The Kerr Report, rather, seemed to assume that everybody knew what the public interest was. The study did discuss in detail the *public policy* which is certainly different, as we have seen, from the *public interest*.

### Tops



Ann Mullady, a rank-and-file member of Teamsters Local 115 in Philadelphia, Pa., is the nation's top seller in the campaign for DRIVE memberships, having sold nearly 300 to date.

It is over-simplification to say that which interests the public is the public interest. There is plenty of interest in presidential elections every four years. Nevertheless, our record of voting participation is miserable.

It is equally untrue to say that which is the public welfare is the public interest. The welfare of millions of poorly paid American workers begs attention. Our public interest in this area will soon be worth only \$1.25 an hour at the minimum—for some workers.

Mr. Joe Citizen is hardly able to visualize the public interest at all. He is too close to it. Meanwhile, government bureaucrats seem to feel that the public interest is the government interest; it will be served if the citizens cause no trouble.

The nation's news media have a limited conception of the public interest. Newspapers think of it as three words—sometimes bold-faced. Radio and television stations consider it only a blurb used to fill air time.

Business spokesmen identify the public interest as the corporate interest. To organized labor, the public interest is people.

#### National Socialism

The phrase has a real meaning to union members. They remember stormy frontiers pioneered to gain recognition in labor-management relations. They fought their way into the realm of the public. They now have an interest.

Today the Kennedy Administration has come forward with what IBT General President Hoffa calls "a serious threat to the future of the trade union movement, a threat which has no place in our democratic way of life."

It is the threat of compulsory arbitration in strike-free negotiation ending in fixed wages.

The Administration may easily find a pretext in the steel negotiations with which to turn toward Congress. The appeal would ask for legislation giving statutory form to the public interest. The appeal would seek to designate the federal government mamma and poppa of the public interest: Family surname—National Socialism.

To learn the feelings of the Congress, *The International Teamster* polled all members of two important committees for a definition of the public interest. The query went to the 15 members of the Senate Labor and Public Welfare Committee and to the

31 members of the House Education and Labor Committee.

A dozen of the Congressmen were kind enough to reply to the question: "How would you define the term—'The Public Interest.'"

Sen. Claiborne Pell (D-R.I.), and Reps. Elmer J. Holland (D-Pa.) and James Roosevelt (D-Calif.) returned the lengthiest replies.

Sen. Pell said first that labor and management have a most important responsibility to the public interest. He called them "the key participants in the functioning of the American free enterprise system." As such, he said, they must consider the effect of their decisions on the nation as a whole as well as on the people they represent.

The Senator said too often the negotiating parties focus exclusively on their own interests, "omitting at an earlier stage in negotiations the effect of their final agreement or lack of agreement on the general public."

"On the whole, however," Sen. Pell wrote, "I think it very encouraging that both labor and management have accepted their responsibility to the

### Appeals Court Upsets Convictions In Mine, Mill

The U. S. Circuit Court of Appeals has reversed the convictions of nine present or former officials of the International Union of Mine, Mill and Smelter Workers.

The nine were convicted in Denver in 1959 on charges of conspiring to file false non-Communist affidavits with the National Labor Relations Board between 1949 and 1956.

The appellate court ordered the indictments dismissed against two men, Chase J. Powers, of Spokane, an executive board member, and James H. Durkin, of Chicago, a former union organizer.

The court ordered new trials for the other seven. Of the nine, all but two had been sentenced to three-year prison terms and fined \$2,000 each by U. S. District Judge Alfred A. Arraj in March, 1960.

'public interest' and have acted upon it."

He said further, "Labor and management are being called on for their increased contribution to the 'public interest.' He thought it no exaggeration to say that the survival of the democratic system "will be affected by the way in which labor and management meet their responsibility—and their challenge."

Rep. Holland prefaced his words with the notation: "The term 'in the public interest' comes into prominence when there are disagreements between management and labor." On the other hand, Holland said, "Very seldom do we read or hear requests for the lowering of costs for the purpose of lowering prices . . . it seems that prices remain steady although this is not always 'in the public interest.'"

Rep. Holland emphasized: "To me, 'the public' refers to the majority of citizens in the nation. I believe the working people of America and their families compose the majority of citizens in the nation. Therefore, labor—both organized and unorganized—is the public and it is to their interest and benefits that settlements should be directed."

He added: "Management, while vitally necessary in our form of economy, is not 'the public' for, in our economic society, it represents the minority."

Holland said management must have

encouragement and incentives to remain in business and furnish employment opportunities. "However, high profits are not the only goal for which it should strive."

Rep. Holland cited an example of how responsible and progressive management might possibly install a program not in the public interest. Such has been the force of automation. He concluded:

"Today the goals of labor and management are more than ever dependent upon each other and cooperation must be attained for the general welfare of the nation as well as 'the public interest.'

Rep. Roosevelt said two basic tenets must be kept in mind when discussing "the elusive meaning of 'public interest.'" One tenet is the distrust of extensive government control. The second is confidence in self-determination and "the urge which leads men to organize in their drive toward self-advancement."

Roosevelt cited the embodiment of the public interest toward labor-management relations "most prominently in statutes, executive orders, and administrative and judicial pronouncements."

He said the public interest "fluctuates, of necessity, as economic and social conditions change."

Dipping into history, Rep. Roosevelt noted how the public interest has shifted from no government interven-

tion to some government intervention "to create a balance between the might of business and the rights of the worker."

He went on to say: "It is important to maintain the bargaining power of the worker, represented through his union. With this, of course, goes legitimate responsibilities."

The California Congressman concluded:

"The public policy then is interwoven with the growth and behavior of the institutions it helps create and regulate and reflects shifts in the economic, social, and political environment within which these institutions perform. The climate to which public policy is addressed continues to present new problems. The public interest likewise shifts by responding to the changing needs, facts, and objectives."

Rep. Edgar W. Hiestand (R-Calif.) quoted both James Madison and George Washington in his reply to the question. In his own words, he said:

#### Nation's Cement

"The 'keeping the whole together' is the result of effective and enlightened protection of the public interest. The public interest, really, is the cement of national union."

"The powers of labor and management are enormous; thus, their responsibilities toward the public interest are great. Gains for a part may in fact be detrimental to the whole. It is because of this that labor and management must tread a narrow and often hard-to-find line, assessing whether their goals may be fused with the national good."

Rep. Albert H. Quie (R-Minn.) said he believed four ideas formed the concept of the public interest. The ideas contribute to a respect for the public interest:

"First, is that a person considers his job in terms of service rendered rather than in terms of money received. He must think of what he can give, not what he can get. He must believe that he owes something to his country and to his fellow citizens—not that they owe something to him."

The other Quie ideas in order ranged from responsibility to the family, insurance that financial gain does not work a hardship on the rest of the community, and a respect for the rights of others.

Rep. Julia Butler Hansen (D-

## Medicine At Reasonable Prices



Oregon Teamsters Union members are taking good advantage of the new drug store opened in the Portland Teamsters building in January. "Pill" volume in February doubled that of January, indicating Teamsters appreciate the lower prices for medicine. Shown here are (left to right) H. G. Bartlett, pharmacist; Clarissa Martinez, Teamster health and welfare office employee; Marvin Hood, Local 162 business agent, and Ray Wilson, president of Local 162. The pharmacy was opened under the auspices of Local 162.

Wash.) wrote: "In its narrowest possible interpretation, the public interest in labor-management relations would be concerned with the uninterrupted availability of essential goods and services at prices which would make them obtainable by the people who require them."

"Beyond this consideration," added Rep. Hansen, "I would hold that the public should also be interested in the observance of laws regulating labor-management relations and exercise of good will for the solutions to all problems within the framework of our laws and democratic traditions."

Sen. Winston L. Prouty (R-Vt.) borrowed from the language of a U. S. Supreme Court decision—*Wolff Packing Co.* 262 US 522—to give his view of the community at large:

"The circumstances which clothe a particular kind of relationship with a "public interest" . . . must be such as to create a peculiarly close relation between the public and those engaged in it and raise implications of an affirmative obligation on their part to be reasonable in dealing with the public."

#### Too Many Things

Sen. John G. Tower (R-Tex.) answered:

"Public interest—if it is related to legislative and governmental functions—means to me actions and activities in law making and administrations which do the most good for the most people in accord with modern concepts of individual liberties and free institutions."

Rep. Charles S. Joelson (D-N. J.) wrote:

"In answer to your question as to how I would define the phrase, 'In the Public Interest,' I would merely define it as what is in the long run best for the greatest number of the American people."

Rep. Neal Smith (D-Iowa) gave the following definition:

"That which does not disregard the interest of the minority but is good for the majority or serves our joint, national goals."

Rep. Cleveland M. Bailey (D-W.Va.) noted that the public interest has meant many things to many people. ("It had one meaning to a Sewell Avery, another to a Franklin D. Roosevelt.")

Bailey's own definition: "The Public Interest," in regard to labor-management relations, implies the preservation of our American freedom, the

## Back Pay Totals \$2,040



An arbitrator recently ruled that J. A. Roquemore (left), a member of Teamsters Local 632 (Airline Workers) in Miami, Fla., was entitled to all the rights due him in the contract with Pan American World Airways, Inc., ordered him reinstated to his job, and awarded full back pay totaling \$2,040—all the result of a grievance processed by Local 632 in conjunction with the Airline Division of the International Brotherhood of Teamsters. Duvall Inge, Local 632 president, was pleased to hand the check to Roquemore.

dignity of the individual, and the promotion of a sound economy."

Rep. Roman C. Pucinski (D-Ill.) paraphrased an old saying by Benjamin Franklin:

"Action in the public interest is that course which never turns aside in public affairs through views of private interest, but goes straight forward to accomplish what is right at the time, leaving the consequences with Providence."

Thus do our legislators define the public interest as concerned with labor-management relations. They offer a good general outline for any legislative fight on any proposed law regarding the public interest. In a way,

their opinions resolve to the timeless differences of people vs. things, public vs. private, and government vs. no government.

The Kennedy Administration would have a problem trying to devise any legislation regarding the public interest. Congress, in turn, would become utterly confused when faced with making a decision on what the President undoubtedly would call "the national interest."

In such a mood have been made the greatest legislative mistakes of history.

Kennedy coercion in collective bargaining must fail. It is undemocratic and unneeded. The Teamsters Union recognizes this and so do other segments of organized labor. They and the more enlightened areas of management have the spirit, the willingness, and the organization to fight the federal threat.

When the failure of the authoritarianism is near public exposure as a scandalous Kennedy setback, then the Administration can be expected to shift its saddle to the public interest.

Therein lies a future danger not so remote as it may appear. How and when does nationalism become law?

### Congressman Praises Hoffa

"Jimmy Hoffa has put more bread and butter on the tables for American kids than all of his detractors put together."—*Congressman Elmer Holland (D-Pa.) at the 6th Eastern Conference of Teamsters last month in Washington, D. C.*

## Ward Council Makes Plans for '63 Contract



The Teamsters Montgomery Ward Council kicked off its preparations for next year's bargaining with that giant mail order firm with a series of meetings beginning last month in Ft. Worth, Texas, a series which will take the council into all major cities in which Montgomery Ward has a mail order house.

Beginning a year in advance of the expiration of the present contract, the MW council will discuss with nearly 20,000 members their ideas in reference to proposals to be presented to the mail order firm next year.

Following the Ft. Worth meeting, the MW council moved on to Albany, N. Y., and had meetings scheduled in Chicago, St. Paul, Kansas City, Baltimore, Oakland, Denver, and Portland, Oregon.

### New Approach

Don Peters, chairman of the MW Council, and Sam Baron, field director for the Teamsters National Warehouse Division, reported that this was a new approach to handling the national MW bargaining which will consider hundreds of classifications of Ward workers in an attempt to make the final proposal to the company a composite of all their desires.

A unique aspect of the Ft. Worth meeting was attendance at the session by students from Texas Christian University studying labor management relations. They were brought to the meeting by their professor, Dr. Rohman, professor of labor-management relations at TCU, and given a first-hand view of trade unionism at the grass roots level.

Teamsters employed by Montgomery Ward in Ft. Worth, Texas, attend a meeting of the Teamster MW Council to express their views on new contract demands to be presented to the company when their present agreement expires next year.

Students at Texas Christian University studying labor-management relations sit in on a meeting of the Teamsters Montgomery Ward Council in Ft. Worth, where the Council met with rank-and-file members to get their views on a new contract proposal to the company.



## Schedule for 'Jo Hoffa' Events

Another series of Jo Hoffa luncheons and dinners is scheduled in April and May to boost membership in DRIVE, the Teamsters Union political action program.

General President James R. Hoffa and Mrs. Hoffa, accompanied by DRIVE Director Sidney Zagri, will appear at each event. The schedule, listing the sponsoring bodies, is:

- April 1—A dinner in Detroit sponsored by Joint Council 43.
- April 3—A luncheon in Milwaukee, Joint Council 39.
- April 4—A luncheon in Green Bay, Joint Council 39.
- April 7—A dinner in Wichita, Local 795.
- April 8—A dinner in Des Moines, Iowa Conference.
- April 25—A dinner in Washington, D. C., Joint Council 55.
- April 28—A dinner in Boston, Joint Council 10.
- May 1—A luncheon in Portland, Ore., Joint Council 37.
- May 2—A dinner in Los Angeles, Joint Council 42.
- May 3—A dinner in Denver, Joint Council 54.
- May 4—A dinner in Casper, Wyo., Local 307.
- May 8 or 9—A luncheon in Philadelphia, Joint Council 53.
- May 20—A luncheon in New Haven, Conn., Joint Council 64.
- June 9—A dinner in Sacramento, Calif., Joint Council 38.

# Putting the 'Good Faith' in Bargaining

Decisions by the National Labor Relations Board frequently emphasize why Local Union representatives must be always alert and militant, if necessary, on behalf of the members.

An example is a recent case involving Teamsters Local 677 (Truck Drivers and Helpers) at Waterbury, Conn.

Had not Local 677 fought the unreasonableness and deceit of a certain overbearing company, the contract might have been weakened beyond repair. Further, a precedent unduly favoring management might have been established.

The significance of the Connecticut case can be seen in the first sentence of the NLRB release of Feb. 27: "The board rules that an employer may not lawfully insist that the appointment of a shop steward be subject to its approval."

Further, an employer does not have a right of choice either affirmative or negative as to who is to represent employees for any of the purposes of collective bargaining.

It was a sordid case all the way through. The original trial examiner's findings were thoroughly upheld by the board—and the board extended the ruling against the company.

The NLRB members found that the company violated Section 8(a)(5) of the law by refusing to meet and confer with the union at reasonable times and intervals to negotiate a contract. The company also refused to furnish Local 677 with relevant information and misrepresented its financial condition and operating status.

The company had obstinately refused to furnish names, classifications, and dates of pay for each employee. It refused to furnish copies of health and welfare insurance plans, if any, and copies of pension plans or agreements, if any, covering each employee in the bargaining unit.

The company had gone so far as to state—during contract negotiation—that it had neither employees nor customers and was not operating and required no contract. In fact, the board found, the company had eight employees and was operating at least nine trucks.

From the beginning the company had insisted that the appointment of a shop steward must be subject to its approval. So it went.

Finally, the inevitable strike developed which was determined by the NLRB to be an "unfair labor practice strike." The NLRB directed the company to reinstate all economic strikers who had not been replaced, plus all unfair labor practice strikers, with back pay.

Thus did Local 677 enforce the "good faith" in collective bargaining. It took alert militancy to do the job.

## Teamsters for Disclosure Bill

The Welfare and Pension Plans Disclosure Act Amendments of 1962 signed into law March 20th is essentially the bill which Teamsters wanted and testified for.

Yet, it took a speech on the floor of the House of Representatives to clear the air and show just where the International Teamsters Union stood on the bill because of some inaccurate reporting in one of the national magazines.

Rep. John H. Dent (D-Pa.) introduced an article from *Business Week* of February 17, 1962, stating that the Teamsters and others opposed the amendments. Teamster legislative representative testified before the House committee and the final bill followed the lines of his testimony.

## Friend in GOP



Labor-endorsed and labor supported members of Congress and State legislatures are not always the only people to come to the assistance of the trade union movement, despite what some Democrats and labor officials would have you believe.

Teamster Vice President John O'Rourke cites the record of Thomas Laverne, a Republican member of the New York State Legislature, as one of those legislators.

Laverne was elected to the New York Legislature in 1960 without labor-endorsement or labor support. Yet he has one of the best voting records in Albany, according to New York Joint Council 16.

Last year Laverne opposed the Republican administration of Governor Nelson Rockefeller, and voted against an anti-labor injunction bill supported by Republicans and some Democrats.

This year he is sponsoring and fighting for several bills endorsed by Joint Council 16. Among these bills is a proposed law that would make professional strike-breaking illegal.

## Why Teamsters Are the Target

"When the anti-labor element in this country has destroyed the Teamsters Union, it will be nine-tenths of the way down the road toward destroying the entire labor movement."—Thomas E. Flynn, International Union Vice President and Director of the Eastern Conference of Teamsters before that body's 6th conference last month in Washington, D. C.

## Saved a Life



William Petsche, a member of Teamsters Local 561 in Cleveland, Ohio, was instrumental recently in saving the life of a stroke victim. Petsche stopped at a home to make a delivery, saw a woman prostrate on the floor, and had a neighbor phone the police ambulance. The woman survived the stroke after hospitalization.

JOHN B. MCGINLEY, C.P.A. 1927-1955  
LEO F. MCGINLEY, C.P.A.  
MEMBER OF AMERICAN INSTITUTE  
OF CERTIFIED PUBLIC ACCOUNTANTS

**McGINLEY & McGINLEY**  
**CERTIFIED PUBLIC ACCOUNTANTS**

261 CONSTITUTION AVENUE, N.W.  
WASHINGTON 1, D.C.

March 2, 1962

International Brotherhood of Teamsters,  
Chauffeurs, Warehousemen and Helpers of America  
25 Louisiana Avenue, N.W.  
Washington 1, D.C.

Gentlemen:

We have examined the consolidated balance sheet of the

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA  
AND ITS SUBSIDIARY, TEAMSTERS' NATIONAL  
HEADQUARTERS BUILDING CORPORATION**

as at December 31, 1961 and the related statement of income and expense for the Year ended December 31, 1961. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests as we considered necessary in the circumstances.

In our opinion the referred to consolidated balance sheet and statement of income and expense reflect fairly the financial position of the

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA**

as at December 31, 1961 and the results of its operations for the period indicated.

Respectfully submitted,  
McGINLEY AND McGINLEY

By Leo J. McGinley  
Certified Public Accountant.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.  
CONSOLIDATED BALANCE SHEET  
AS AT DECEMBER 31, 1961**

**ASSETS**

Cash			
On Deposit, Checking Accounts .....	\$ 2,037,852.42		
In Transit, Checking Accounts .....	52,148.21		
Office Funds .....	1,000.00		
On Deposit, Savings Accounts .....	1,500,000.00		\$ 3,591,000.63
Accounts Receivable			
Advances—Affiliates and Allied Organizations .....	238,637.95		
Advances for Bookkeeping Machines .....	98,147.32		
Others .....	20,453.51		357,238.78
Inventories—Cost or Market			
Local Union Supplies and Equipment .....		77,616.49	
Investments			
Securities—Maturity Value (Note 1) .....	28,096,936.34		
Accrued Interest Thereon .....	226,885.33		28,323,821.67
Deposits			
Equipment Contracts, Local Union .....	75,724.95		
Supplies and Others .....	1,091.10		76,816.05
Deferred Charges to Future Operations			
Prepaid Insurance .....	17,476.39		
Prepaid Surety Bonds .....	38,423.92		
Prepaid Appeal Bonds .....	68.75		
Prepaid Postage .....	1,580.19		
Prepaid Taxes .....	3,986.84		
Prepaid Building Operation Costs .....	305.67		
Prepaid Rent .....	450.00		
Cafeteria Stock Inventory, Lower-Cost or Market .....	636.98		62,928.74
Fixed Assets			
Real Estate .....	4,913,473.10		
Leasehold Improvements .....	28,477.43		
Furniture and Furnishings .....	226,665.91		
Office Equipment .....	43,222.47		
Automobiles .....	21,544.17		5,233,383.08
Total Assets .....			\$37,722,805.44

**LIABILITIES, DEFERRED INCOME AND NET WORTH**

Accounts Payable			
Trade Creditors .....	\$ 315,040.72		
Escrow Funds .....	12,064.05		
National Retirement Program .....	2,029.94		
Employees Income Tax Withheld .....	25,110.05		\$ 354,244.76
Accruals			
Salaries and Expenses .....	108,516.06		
Taxes—Social Security .....	3,322.35		111,838.41
Total Liabilities .....			466,083.17
Deferred Income .....			534,865.41
Net Worth			
Balance, January 1, 1961 .....	38,161,116.22		
Deduct:			
Excess of Expenses over Income for the year ended December 31, 1961 .....	1,439,259.36		36,721,856.86
Total Liabilities, Deferred Income and Net Worth .....			\$37,722,805.44

This Balance Sheet is subject to a contingent liability of \$80,000.00 representing bank loans to allied organizations.

Note 1: \$211,000.00 deposited as collateral for Supersedes Appeal Bond and guaranteed bank loans to allied organizations.

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

## STATEMENT OF INCOME AND EXPENSES FOR THE YEAR ENDED DECEMBER 31, 1961

<b>Operating Income</b>			
Fees			
Per Capita .....	\$7,143,442.86		
Initiations .....	660,682.30		
Organizational .....	290.00		\$ 7,804,415.16
Other Income			
Sale of Supplies .....	177,901.11		
Refunds, Claims and Overpayments .....	262.20		178,163.31
Total Operating Income .....			\$ 7,982,578.47
Deduct:			
<b>Operating Expenses</b>			
Donations to Subordinate Organizations .....	2,140,981.40		
Organizing Campaign Expenses .....	2,274,761.11		
Supplies Purchased for Resale .....	88,666.69		
Magazine "International Teamster" .....	889,999.91		
Convention Expense .....	534,133.04		
Legal Fees and Expenses .....	736,226.18		
Judgments, Suits and Settlements .....	92,434.55		
Retirement and Family Protection Plan .....	421,552.47		
Monitors' Fees and Expenses .....	38,771.42		
Legislative Compliance .....	1,225.00		
Donations to Allied Organizations .....	1,920.00		
Appeals and Hearings .....	20,321.33		
National Retirement Plan .....	336.11		
Officers', Organizers' and Auditors' Salaries .....	773,438.08		
Officers', Organizers' and Auditors' Expenses .....	472,713.87		
Staff Salaries .....	264,138.62		
Staff Expenses .....	16,369.23		
Printing and Stationery .....	22,388.97		
Postage .....	15,769.90		
Conventions and Delegates Expenses .....	3,698.91		
Telephone and Telegraph .....	77,091.88		
Express and Cartage .....	10,753.23		
Office Supplies and Expense .....	33,270.19		
Office Furniture and Equipment Repairs .....	5,562.64		
Auditing Expense .....	2,375.00		
Bonds and Insurance .....	50,702.11		
Building Occupancy Expense:			
Custody .....	9,251.17		
Maintenance, Supplies and Service .....	166,047.98		
Supervision and General Expenses .....	16,781.13		
Cafeteria and Kitchen .....	51,962.09		
Depreciation, Building .....	98,574.79		
Insurance, Building .....	4,243.84		
Taxes, Real Estate .....	64,722.31		
General Executive Board Authorizations .....	44,453.22		
Donations to Public Causes .....	48,624.10		
New York Office .....	32,500.00		
San Francisco Office .....	7,978.84		
Dallas Office .....	3,746.92		
Minneapolis Office .....	10,841.47		
Public Relations .....	260,354.40		
Taxes, Personal Property and Other .....	9,989.39		
Taxes, Social Security .....	39,559.91		
Department and Divisional Expenses .....	636,303.98		
Auto Repair and Maintenance .....	6,777.65		
Depreciation and Amortization .....	73,358.62		
Health and Welfare Insurance .....	9,116.54		
Moving Expenses .....	3,924.78		
			10,588,714.97
Net Deficit from Operations .....			(2,606,136.50)
Deduct:			
<b>Financial Income</b>			
Income			
Interest on Investments .....	\$1,197,349.15		
Discount Income .....	55,285.80		
Rent Received .....	5,200.00		1,257,834.95
Expenses			
Service Charges .....	88,825.96		
Investment Expense .....	664.00		
Rental Property Expenses .....	1,987.75		91,477.71
			1,166,357.24
Total Operational and Financial Deficit .....			(1,439,779.26)
Deduct:			
Other Income .....			519.90
Excess of Expenses over Income for the year ended December 31, 1961 .....			\$ 1,439,259.36

( ) Denotes Deficit



# FROM the FIELD

## Driver Helps Wreck Victims

Lee Roy Farmer, a member of Teamsters Local 392 in Cleveland, Ohio, recently performed a life-saving feat while on his run from Des Moines to San Francisco.

Farmer and his helper, Robert Mowins, came to a wrecked car alongside the highway with two injured men trapped inside. Although the accident victims were conscious, they were not able to get out.

Farmer used a fence post to smash a window and get the two men free of the wreckage, then rushed them to a hospital. Farmer later received a note of deep appreciation from the driver of the car.

## Wyoming Local Fights Work Bill

Wyoming Teamsters Local 307 has joined the Wyoming State AFL-CIO in a fight against a new uprising of so-called "Right-to-Workers."

Jack Anderson, secretary-treasurer of Local 307 headquartered in Casper, Wyo., pledged Teamster aid in the fight against a reactionary group's plan to get passage of an RTW bill through the Wyoming legislature next year.

The Teamster aid was pledged after Paul Shafto, president of the state

AFL-CIO, asked for Teamster cooperation to battle advocates of the compulsory open shop.

Anderson said, "We're in this fight as much as anyone else." Both he and Robert Riegel, state AFL-CIO COPE director, have been making tours to inform labor groups of the new threat.

Vehicle for the attack on unionism is the "Wyoming Citizens for 'Right-to-Work' Committee." It has members from 17 of Wyoming's spacious 23 counties. Joining the RTWers are the Wyoming State Farm Bureau and the Association of General Contractors.

Union members are being cautioned to be careful about who they endorse as candidates for political office. The Wyoming legislature will convene three months after the next general election.

## Council Creates Blood Bank

Teamsters Joint Council 41 in Cleveland, Ohio, has joined the growing list of councils and local unions establishing blood banks.

The first goal of the bank was 1,000 pints of blood to be donated by Teamster members and friends.

William Presser, Joint Council 41 president, said it was expected that by the end of April the blood bank could supply the needs of all members and their families.

## UCLA, JC 42 To Hold Institute

Teamsters Joint Council 42 in Southern California and the Institute of Industrial Relations at UCLA will work together on a "Leadership Institute on Labor in 1960's," in Santa Barbara, May 6-11.

The institute will carry a wide range of topics centering upon building the union and achieving security programs for union members.

## Ernest Conn Retires From 688

Ernest Conn, vice president of Teamsters Local 688 in St. Louis, Mo., has retired from union office at the age of 62.

Conn, a long-time leader in the turmoil of change involving 688, has been vice president of the Local since the consolidated group was formed.

He often worked as an organizer and was one of the six charter founders of the St. Louis Joint Council Credit Union.

As a Teamster, he was a delegate to three International conventions. His labor record includes attendance at the famous School for Workers at Wisconsin University, also at St. Louis University's labor school.

A native of Lake Providence, La., Conn's first job was as an elevator operator in an apartment building which paid him \$7 for a 7-day week.

## Teamsters Spur Community Bid

Teamsters Local 339 in Port Huron, Mich., has adopted a joint resolution with the Port Huron Building & Construction Trades Council to support the city fathers in efforts to get a computing center located in the community.

Walter Sacharczyk, Local 339 president and also president of the trades council, said the city has proposed to build the center which is expected to cost \$2 million and then lease it to the government at \$1 a year.

The center would be used by the Internal Revenue Service, adding approximately 1,500 new jobs to the community's economic structure. It would attract at least 700 new families and add an estimated \$6 million annual income in wages to the area.

# FIFTY YEARS AGO

*in Our Magazine*

*From the April, 1912, issue of The Teamster*

## Back to the Hearth

The papers in recent months have been full of arguments pro and con about the rights of women workers. Hearings have been held and even a special presidential committee has been set up to make a two-year study to see if women are being discriminated against by employers.

The subject is nothing new. Our magazine of the issue of April, 1912, published an article entitled "The Neglected Factor—Woman."

The article opened with a conversation between a man and a woman in a textile factory. They are discussing the question of suffrage for women.

Man: "You should not mix up with politics. Your place is at home."

Woman: "Then why doesn't the mill pay my husband enough to keep me there?"

There was no answer. The man walked away.

In the intervening 50 years unions have made a great contribution to humanity by helping put the woman back in the home. This has been accomplished by bringing a decent, living wage to the husbands of working women. Now wives of union members must no longer work and can concentrate their energies on raising and educating their children.

Unfortunately, however, there still remains great segments of unorganized workers in certain industries who are laboring under non-union conditions—low pay, unsafe working conditions in some cases, no job security, or other benefits.

As a consequence, the same situation that was prevalent 50 years ago still obtains for many workers: they are not paid enough by their employers and therefore their wives must leave their children in order to make enough money to keep their families together.

There is only one thing for these men to do and that is to band together and speak out with one voice to their employer, asking for better pay and working conditions.

## Seabs Then and Now

In his editorial comments in this issue President Tobin called on the government to investigate the activities of strike-breakers operating in several large cities.

Our late president produced facts from the files of the New York City police department showing that many of the strike-breakers operating cabs for struck companies in that city were a professional band of thieves, murderers, hold-up men, and pickpockets.

"When we had taxi strikes in the last few years," President Tobin said, "a call was made for strikebreakers. While several men came from other cities, many were members of the old Five Points' gang. These men, I was told, were ordered to break up the strike by a politician who was largely interested in one of these companies. When the strike was patched up a lot of the fellows liked the graft and remained as chauffeurs. If you recall, there were many accidents, because the cabs were driven by green hands. Later they learned how to drive a car."

President Tobin described the method of operation of these strikebreakers—how they go from city to city and continue their operations of plunder and crime.

This reminds us of the confessions of a repentant strikebreaker made several months ago during the height of the Portland (Ore.) newspaper strike. The strikebreaker was hired on in the mechanical department of this newspaper. He worked for a while at wages double



that received by a union man doing the same job. But he became ashamed of his profession. Later he explained that he had been working for an agency that was nationwide in operation, furnishing "scab" workers for struck publishers anywhere in the country.

As you can see, times haven't changed much from those referred to by President Tobin. Some men will do anything for a buck as long as there are other men who will pay him the buck.

## Recipe for Harmony

The back cover of our magazine carried a message that any thinking man knows to be a fact, be it labor, management or the public. But some people just have a plain aversion to facts.

This concerned a statement in the now defunct Collier's magazine which commented on a mining disaster saying that it would not have happened if the mine had been organized.

Colliers magazine made this motion: "Had there been strong unions . . . the disaster would not have happened. There would have been collective bargaining and decent standards."

Seconded our magazine: "The wise leadership in thoroughly organized unions and the honest union membership have intelligence enough to settle their troubles without serious strikes. Just as soon as the employers understand this, just so soon will the great industrial disturbances be prevented."





NOW

# is the time....

The program of Medical Care for the Aged under Social Security is squarely up to Congress.

This issue has an impact on **YOU** and every American.

**MEDICARE** is the only practical way the high costs of medical and hospital care can be met by our senior citizens. Sooner or later, all of us will be among the senior population. And, many of us know that the responsibilities of the older members of workers' families often fall, with a burden, on the younger members.

What is more, passage of **MEDICARE**—medical and hospital insurance under the Social Security system—would mean immense relief to hospitals, which presently care for thousands of elderly patients unable to pay the costs. This, in itself, has tended to put pressure on the rising costs of medical care.

#### **HERE'S WHAT YOU CAN DO:**

Write the two Senators from your state.  
Write your Congressman. Tell them you favor **MEDICARE**—pre-insured medical care for all Americans in their retirement years under Social Security.

#### **ADDRESS YOUR LETTERS THIS WAY:**

**Congressman** John Doe  
House Office Building  
Washington, D. C.

**Senator** John Doe  
Senate Office Building  
Washington, D. C.

**Senator** Joe Doakes  
Senate Office Building  
Washington, D. C.